

DOCKET NO.: NNH-CV-15-6057734-S : SUPERIOR COURT
RICHARD SEELEY : J.D. OF NEW HAVEN
VS. : AT NEW HAVEN
QUINNIPIAC UNIVERSITY, ET AL. : APRIL 3, 2017

MEMORANDUM OF LAW IN SUPPORT OF MOTION FOR SUMMARY JUDGMENT

Pursuant to Practice Book §§ 11-10 (5) and 17-44 et seq., the Defendant, David Bills (hereinafter “Bills”), respectfully submits this Memorandum of Law in support of his Motion for Summary Judgment of even date herewith (the “Motion”) as to Counts Five, Six, Seven and Eight of the operative Complaint.

I. INTRODUCTION

This matter stems from an action filed originally against Quinnipiac University (“QU”) and Bills, in which Plaintiff, Richard Seeley (“Seeley” or “Plaintiff”) sought to hold the defendants liable for the termination of Plaintiff’s women’s hockey coaching contract with QU and the alleged consequences to Plaintiff stemming from that termination. Following the granting of a motion to dismiss the third count for defamation against Bills (see Doc. No. 104.10), and the withdrawal of the case against QU (a separately filed action against QU remains pending), this action now consists of four remaining counts directed solely against Bills, which assert (1) negligent infliction of emotional distress; (2) intentional infliction of emotional distress; (3) tortious interference with contract; and (4) tortious interference with a business expectancies. See Plaintiff’s First Amended Complaint, Counts Five – Eight (Doc. No. 110.00; the “Complaint”).

The undisputed material facts demonstrate, however, that Plaintiff's contract with QU ended prior to any involvement in this matter by Bills. In accordance with Bills' six special defenses,¹ Plaintiff has not alleged and cannot prove the elements of his claims, especially given the lack of any evidence of damages caused by Bills. Thus, Plaintiff fails to state any claims against Bills upon which relief may be granted. Further, the termination and the purportedly negative consequences thereof, if any, came about as a result of Plaintiff's own negligence, conduct or misconduct; Plaintiff's unclean hands; and/or the wholly separate investigation conducted by QU, all of which occurred prior to any involvement by Bills. Moreover, Plaintiff has merely recast his defamation claim as four other tort claims in a clear effort to circumvent the protections Bills otherwise enjoys under defamation law. Our law does not permit such an end run around these protective doctrines. Plaintiff also cannot hold Bills liable for the alleged but unproven damages, which, if they occurred at all, were proximately caused by Plaintiff himself or were caused by some other intervening cause prior to any alleged act on the part of Bills. Plaintiff has raised specious claims for which summary judgment is most appropriate. As set forth in the Motion and more fully herein, therefore, there are

¹ Defendant Bills has set forth six special defenses by which Plaintiff's claims are barred: (1) failure to state claims upon which relief may be granted; (2) unclean hands; (3) failure to mitigate damages; (4) that Plaintiff's claims were proximately caused not by Defendant but by Plaintiff's own negligence, conduct and/or misconduct; (5) that Plaintiff's claims were proximately caused not by Defendant but by intervening acts or omissions of others for whose acts or omissions Defendant is not liable; and (6) that any statements made by Defendant were substantially true, and/or made in the good faith belief of their truth; were expressions of opinions absolutely protected by the First Amendment of the U.S. Constitution; were protected by the fair comment privilege; and that Defendant cannot be held liable for the dismissed defamation claim by simply recasting the claims as other types of tort claims. See Doc. No. 138.00.

no genuine issues of material fact and the Court should grant the Motion and enter summary judgment as a matter of law in Bills' favor on Counts Five, Six, Seven and Eight of Plaintiff's Complaint.

II. PROCEDURAL HISTORY

Plaintiff commenced this eight count action against QU and Bills by Writ, Summons and Complaint dated September 17, 2015, with a return date of November 10, 2015. Plaintiff withdrew his action against QU in September 2016 (see Doc. No. 129.00), but commenced a separate, new action against QU in or about October 2016 under Docket No. NNH-CV16-6065294-S, which is not consolidated with this case.² The original complaint was amended in January 2016. See Doc. No. 110.00. Following a timely motion to dismiss filed by Bills (see Doc. No. 104.00), on January 18, 2017, the Court (*Richards, J.*) dismissed the Count Three of the Complaint, which alleged libel per se, for lack of personal jurisdiction over Bills (Doc. No. 104.10). Accordingly, the operative

² Rather than taking any responsibility for his own misconduct, Seeley seeks to blame anyone else for his termination from QU. See Complaint, Count One, ¶ 16 (Seeley denies any wrongdoing). Thus, in an unusual move, Seeley also filed a CHRO complaint against QU claiming it discriminated against him on the basis of his gender when it terminated him on April 9, 2015, and replaced him with a female head coach, Cassandra Turner, who had been his former assistant coach prior to his termination. See Ex. EE. Seeley relies on prior Title IX litigation against QU to prop up this unsupported assertion. See id. QU's response highlights the absurdity of Seeley's assertions of discrimination and notes that Seeley acknowledges in his breach of contract claim against the university that he was terminated for his alleged abuse of student-athletes, which abuse is detailed more fully in QU's response as well as in this memorandum. See Exs. FF; HH; II. Moreover, per QU, Plaintiff did not dispute during QU's investigation of the abuse that he grabbed a student, made inappropriate comments, and used profanity. See id. That Plaintiff sees no issue with defaming and blaming others for the consequences of his misconduct is troubling and worth note.

complaint has four remaining counts, Counts Five through Eight, which respectively alleged claims of (1) negligent infliction of emotional distress; (2) intentional infliction of emotional distress; (3) tortious interference with contract; and (4) tortious interference with a business expectancies. Because Plaintiff now resides and works in Hong Kong, he has yet to be deposed and a number of discovery disputes remain in this matter. Nonetheless, the undisputed facts show that summary judgment should be entered on the remaining counts in Bills' favor.

III. FACTS

For the purposes of this motion, the following facts are undisputed. As of July 1, 2010, or even earlier, QU appointed Plaintiff as its Head Women's Ice Hockey Coach pursuant to a contract that, as amended, expired on June 30, 2019, subject to certain conditions, including the obligations to uphold a standard of rules compliance and academic progress, applicable rules and regulations set forth by the NCAA and other applicable sports conferences, and the NCAA Bylaw, Article 10, concerning Ethical Conduct. See Ex. A; see also Complaint, Count One, ¶ 7; and see Ex. V (response to Interrogatory No. 19). The NCAA Division I Manual for 2014-2015 required, among other things, a Commitment to Student-Athlete Well-Being by expressly stating that athletic programs "shall be conducted in a manner designed to enhance the well-being of student-athletes" and to "provide an environment that fosters fairness, sportsmanship, safety, honest and positive relationships between student-athletes and representatives of the institution." See Ex. B at QU-00136; QU00139. Coaches are held individually responsible for their conduct under the NCAA

standards and are considered “teachers of young people” whose “responsibility is an affirmative one” such that “they must do more than avoid improper conduct or questionable acts. Their own moral values must be so certain and positive that those younger and more pliable will be influenced by a fine example. Much more is expected of them than of the less critically placed citizen.” See Ex. B at QU-00449 (§§ 19.01.2 & 19.01.5). Seeley knew of his responsibility under the NCAA rules and confirmed that he had reviewed such policies from as early as July 9, 2010. See Ex. C. Moreover, Seeley was subject to QU’s Policy Manual, which maintains a zero tolerance policy for “[v]iolent behavior of any kind or threats of violent behavior” on campus or at University sponsored events, and which prohibited behavior includes threats, bullying, swearing or shouting at another person, and reckless or intentional disregard for the safety or well-being of others. See Ex. D. In addition, under the 2014-2015 Staff Handbook it is clear that “[c]oaches and staff are expected to treat student-athletes with respect. Abusive conduct, whether physical or emotional, will not be tolerated.” See Ex. E, at QU-0062. Head coaches also are required “to provide [written] aid recommendations to institutional designees to ensure their program’s athletic scholarship budget is fully awarded to student-athletes each academic year.” See Ex. E, at QU-0065.

For several years, QU’s women’s hockey players had complained about Seeley’s abusive conduct via anonymous Student-Athletic End-of-Season Surveys. In the 2009-2010 survey, players noted that their success overall “comes at the expense of emotional distress and verbal neglect” and that “the environment is extremely intense and often can get the best of a lot of players.” One

player stated she had not had a good experience with the coaches and would be transferring. There were also indications of NCAA rule violations and one player commented that “Coach was a crazy man, in a less than positive way.” See id., at QU-00830; QU-00832. One player recommended a team psychologist. Another noted that while her play had improved, “the emotional drain that was put on us is something I found not to be normal. . . . The way coach goes about motivating is completely irrational and unreasonable. There needs to be some way to create a more inviting and less intimidating atmosphere when going to the rink on a daily basis.” See id., at QU-00833.

The 2012-2013 survey showed no improvement. In a lengthy, detailed statement, one freshman student stated “[t]he coaching staff wasn’t what they appeared to be in my visits. They are the kind of coaches that make you feel like nothing is ever good enough. The language and use of words our head coache [sic] uses is inexcusable. He does not know how to talk to College woman [sic] properly and has a tough time relating to us.” See Ex. G, QU-00788. She went on to describe the Plaintiff’s conduct as “very overwhelming Yelling, screaming, insulting, etc [sic] isn’t the way to get a team to function. . . . He blames us for snapping at his wife and kids at home. He has anger issues and cannot control his swearing. . . . It makes me sad To be honest I wish they were not our coaches.” See id. She goes on to detail retaliatory coaching practices that failed to account for existing injuries for players and lead to an injury for a player that left her off the ice for most of the season. See id. In sum, the player stated, “I will not defend them when recruits ask

me what I think I would tell them the brutal truth they deserve because I wish someone has [sic] done that for me.” See id.

Another student in the 2012-2013 season stated:

“I think this team would have been a lot better off with a different head coach. Not only has he made my four years here miserable but he has said some of the meanest things humanly possible to some of the members on the team. Not only does he break the rules but he tries to scare you into not telling on him or he won’t play you. He pushed someone off the bench once because she wasn’t having her best game. He has thrown peoples [sic] sticks across the room and grabbed us by our jerseys. We watch film on the bus rides home, we watch film on the day of games and we practice way over our hours. . . . [H]e treated us like shit and he always tries to make us feel worthless. . . . He has brought his family up saying that we are making him yell at his wife and kids when he gets home. He told a girl on our team when she was ready to quit that if she goes home all she will be is a waitress and that she will have no life. . . . If I could have changed one thing in my 4 years here it would have been to say something sooner in hopes to have a new head coach. . . . [He] strikes the fear in the younger players telling them to fuck off and here are the transfer papers. . . . What kind of man sits there and yells at 17-24 year old girls like that? People are so scared to even talk to him because of how he acts. . . . I suggest starting over fresh with 3 new coaches. This would do wonders for the team.” See Ex. G, at QU-00789.³

³ The number and scope of negative incidents related by students is overwhelming and shocking, and the Court is invited to peruse the surveys in full. One player notes Plaintiff “breaks us down and destroys confidence in his players” and after winning a game Plaintiff yelled at her for smiling. See Ex. G, QU-00789 (response 5). Others indicate a lack of appropriate rest and healing time for injuries with a negative atmosphere ruled by fear, which does more harm than good. See id. (responses 6 & 7). Another states that the way “Coach Seeley speaks to a group of young girls is extreme. . . . [W]hen he swears at the team and the swears are directed at the players it is not okay. Telling his players to “fuck off, you know where the transfer papers are” or “fuck all of you. How the fuck do you think you can show up like that . . .” is verbal abuse.” See id. (response 10). The players cited additional NCAA violations as well and noted repeatedly that they could not respect the head coach because of his abusive treatment of the players. See id., at QU-00798 – QU00800.

In the 2013-2014 survey, the same issues continued to surface. Players cited more NCAA violations, commented on Seeley's anger issues and use of fear, and indicated he "probably shouldn't aim a slapshot at a player that did something wrong in practice." See Ex. H, at QU-00784 – QU-00785. Although Seeley's knowledge of hockey was praised, players continued to note swearing at the players and his extreme temper as problems. Moreover, players noted "he sometimes personally attacks individuals." See Ex. H, at QU-00785.

Finally, in Plaintiff's final season at QU, numerous scathing comments are found in the 2014-2015 survey. One player expressed that Plaintiff's language is "completely over the top at moments," very frightening to be around, and if a player makes a mistake on the ice, the player is "punished by either get [sic] screamed at or with the occasion of physical abuse (grabbing players by jerseys)." See Ex. I, at SEE00078. Citing a number of incidents, another player said her experience was the worst since the day she started playing hockey and related the biggest incident that pushed her over the edge as one where during the last game of the season at Harvard University, Seeley "physically went at one of my fellow teammates yelling/swearing at her, and pulling her face mask. It got so physical that Paul pulled Rick off our teammate and pushed him away. Rick then pushed Paul away and said "Don't ever fucking touch me again Paul" . . . I have never been a part of a team with a brutal head coach like Rick [who] for the most part . . . is

the most negative, disrespectful, and inconsiderate coach I have ever had.” See id., at SEE00079 (response 4).⁴

Following the NCAA Women’s Hockey Championship quarterfinals game against Harvard on March 14, 2015, Bill Mecca, Senior Associate Athletics Director at QU, received a telephone

⁴ Again, this survey is replete with comments about and examples of Seeley’s routine misconduct. One player notes there are moments when Seeley “loses control” and recounts the Harvard game as well. See Ex. I, at SEE00079 (response 5). Another player states “In only 2 years I have seen and been the victim of verbal abuse and inappropriate comments, behavior and language. I have also witnessed first hand physical abuse of players.” She goes on to recount the Harvard game and many other examples. See Ex. I, at SEE00080 (response 6). “Overall, he verbally and sometimes physically abuses his players, he does not treat us with respect, he scares his players into not having an opinion, he has degraded and undermined his players on too many occasions to be even somewhat acceptable, he thinks he is above rules and has more authority than he does, and I really believe that he and his ego are a hinderance [sic] to the program’s future success.” Id. The comments from other players reflect similar examples. See id., e.g., SEE00080 – SEE00082, responses 7 (“a few people have gone to counselors” and “[n]o one should ever treat anyone that way”); 8 (“[m]y parents were truly concerned for my well being after they saw Seeley grab and scream at my teammate”); 9 (finding repeated comments to the team about slitting wrists and razor blades “extremely offensive especially because there is a member on our team whose family member is dealing with depression and even thoughts of suicide”); 10 (“[t]he well being of the players is not put first” and other comments about inappropriate behavior and statements); 11 (inappropriate comments); 12 (incidents with Plaintiff that “got out of hand”); 13 (discussing the Harvard game, “[f]or the coach to put his hands on another one of us made me feel very uncomfortable for her as well as it made the rest of the team feel uncomfortable”); 14 (“[m]ost of the time I am scare or don’t want to go to the rink for practice because of Coach”); 15 (Plaintiff embarrassed player after a game in front of team and told her “not to slit [her] wrists because I was upset about my performance”); 16 (“[h]ave seen other players mistreated before” and “sometimes things do get out of hand”); 17 (“[t]here were a couple times this year and in the past where I have felt uncomfortable with some of the actions that Coach Seeley has displayed” and relating incidents); 18 (“the head coach of this program is very disrespectful towards players” and “we often feel uncomfortable in the locker room from the comments he makes”); 19 (“I have concern for peoples [sic] well beings [sic]”); see also SEE00092 comments. A number of these comments concern the Harvard game at the end of the season which, of course, directly precipitated and directly preceded Plaintiff’s termination from QU.

call asking if he would meet with the captain of the team, Morgan Fritz-Ward, who had voiced concerns about Seeley and asked for Mecca's involvement. Mecca met the captain that day and, according to Mecca's notes, she related many of the above noted complaints concerning Seeley's constant misconduct as well as Seeley's threats to take athletic scholarships away from players. See Ex. J. Mecca called a meeting on March 25, 2015, with Director Jack McDonald, the captain and Jamie Schilkowski (Assistant Athletics Director), where Morgan reiterated her concerns and additional incidents concerning Seeley. See id. On March 30, 2015, based on the end-of-season survey and Morgan's reports, another meeting was held with additional team members to further discuss the various issues and incidents concerning Seeley's misconduct. See id. Another similar meeting with athletics staff and about twenty team members took place on April 6, 2015, in which Mecca found the reports to be consistent with prior statements against Seeley. See id.; see also Ex. K; Ex. L;⁵ Ex. M; Ex. N; Ex. O; Ex. V, response to Interrogatory No. 24.

It should come as no surprise, therefore, that on or about April 8, 2015, approximately three weeks after the end of the 2014-2015 QU women's hockey season, Plaintiff was approached by QU officials about the various allegations against Plaintiff in connection with his position as the head coach of the QU women's hockey team, including the fact that he yelled at a player and grabbed her by the helmet chin strap (at the season's last game against Harvard). See Complaint, Count One, ¶ 15; see also Ex. V, response to Interrogatory No. 20. On April 8, 2015, Quinnipiac's student-run

⁵ This exhibit includes page SEE00193, which was present in Plaintiff's production but absent from QU's production.

television network, known as Q30 TV (“Q30”), ran a story on its website, Q30Television.com, that stated the Plaintiff would be fired and would resign following an investigation into allegations of “potentially abusive behavior” (the “First Article”). See Ex. P. On April 9, 2015, Plaintiff’s employment as head coach ended via an email and letter from Ron Mason (QU’s Vice President and Chief Human Resources Officer) to Plaintiff and Director McDonald. See Ex. Q; Ex. EE. Mason stated he had concluded his investigation and that QU had “decided it would be best to separate [Seeley] from employment with Quinnipiac University effective immediately.” See id.; see also Ex. V (QU responses to Interrogatory Nos. 4, 6, 7 and 12).

Also on April 9, 2015, the Q30 website published another article stating that Director McDonald had officially announced Plaintiff’s resignation as head coach and that Seeley had been under investigation after allegedly grabbing a player during the Harvard game (the “Second Article”). See Ex. R; see also Ex. S and Ex. T. The New Haven Register then also published its own article on April 9, 2015, concerning Plaintiff’s resignation, which reiterated that Plaintiff was under investigation by QU for the same conduct. See Ex. U.⁶

⁶ Plaintiff’s very public resignation directly followed the results of QU’s investigation. QU’s verified responses to interrogatories in this case, when QU was still a party, stated in response to Interrogatory No. 4, which asked QU to state all grounds and reasons for the termination of Plaintiff’s employment, as follows: “QU terminated plaintiff’s employment following an investigation into reports made by student-athletes, both in anonymous end-of-season evaluations completed by the students, and in meetings with Jack McDonald, Bill Mecca, Tracey Flynn, Jamie Schilkowski, and Human Resources representatives. Student-athletes reported a series of instances of abusive behavior by plaintiff, including, but not limited to, physically grabbing a student when she came off the ice in full view of spectators; regularly screaming at the student-athletes; using

Following Q30's publication of the Second Article, Bills' daughter called him on the evening of April 9, 2015, *after Plaintiff's termination, and after the Second Article had been posted online.* See Ex. W, Bills Tr., at 10:20-22.⁷ Thereafter, Bills posted a non-public comment on the Q30 webpage for that article, which stated that his daughter also suffered from abuse by Seeley at Clarkson University. As Bills understood it, the webpage for the article indicated that one could post a private comment. See Ex. X, Bills Aff., at ¶¶ 8-9; Ex. W, at 12:4-12. At 10:02 p.m., on April 9, 2015, Bills also placed a call to QU's athletic department and left a voicemail expressing his satisfaction with the Plaintiff's resignation. See Ex. X at ¶ 10; see Ex. W, at 11:10-24.

At 10:28 a.m. on April 10, 2015, Q30 reporter Jon Alba ("Alba") emailed Bills about the comment and asked Bills if he would provide additional information. See Ex. W, at 12:13-17; Ex. Y.⁸ On April 10, 2015, at 1:15 p.m., Bills spoke with Alba by telephone, who told Bills he believed the story concerning Plaintiff's alleged misconduct went a lot deeper and asked if Bills would share

profanity, including stating 'I am going to fuck you' to a student-athlete; repeatedly making references to the student athletes committing suicide or slitting their wrists; deliberately shooting a puck towards a student-athlete's head; and threatening the loss of playing time and scholarships if students discussed his conduct with anyone including their parents. Upon careful investigation, QU deemed these reports credible and elected to discharge plaintiff on account of his inappropriate and abusive behavior." See Ex. V, response to Interrogatory No. 4. QU also stated under oath that "[P]laintiff's conduct and actions were in violation of" the NCAA rules, the MAAC Sportsmanship Statement, and the QU athletics policies as expressed in QU's handbook. See id., response to Interrogatory No. 12, and see responses to Interrogatory Nos. 19, 20 & 24.

⁷ Only further highlighting that Bills had no involvement in Seeley's termination, QU has confirmed it has no responsive documents concerning any communications between Bills and QU prior to Seeley's termination. See Ex. V, response to Request for Production No. 23.

⁸ This exhibit was formerly Exhibit A to the Bills' Affidavit.

more about what happened to his daughter at Clarkson University. See Ex. W, at 12:25 – 13:4; Ex. Z. Bills agreed to do so thinking that “the truth should be known to spare any other little girls from having to get in this situation that my daughter did.” Ex. W, at 13:10-13. As a result, Bills shared his notes with Alba concerning incidents of alleged abuse at Clarkson University during the 2003-2004 women’s hockey season there. See Ex. W, at 13:10-13; 16:1-3, 15-16; see also Ex. AA.⁹

Bills and Alba had subsequent discussions and emails between April 11 and April 16, 2015, concerning the notes, but Bills never discussed how Plaintiff should be treated. See Ex. W, at 30-32; Ex. BB. Thereafter, on April 14, 2015, Q30 published a story by Alba entitled “Former Clarkson players accuse ex-QU coach Rick Seeley of abuse.” See Ex. CC (the “Third Article”). In that article there is only one quote from Bills, who stated his opinion that “[i]t was only a matter of

⁹ Bills generated notes from a two-hour discussion in 2004 he had with six to ten Clarkson women’s hockey players, including his daughter, Cortney Bills, in an effort to bring Plaintiff’s alleged misconduct at Clarkson to light. The notes detail a number of alleged incidents of verbal and physical abuse by Plaintiff directed at the Clarkson players, which are very similar to the conduct displayed by Seeley towards QU’s players. See Ex. W, at 17-18, 35-58; Ex. AA. After reporting the alleged misconduct to Clarkson officials, Bills received a letter dated February 23, 2004, from Clarkson’s President, Anthony Collins, who wrote that “[a]ppropriate actions have been taken,” that he had asked Plaintiff for background information, and that further review would occur. See Ex. AA (last page); Ex. W, at 24:12-13. Bills believed that Clarkson officials had sent Plaintiff to anger management classes and suspended him for a period of time as a result of the Clarkson incidents. See Ex. W, at 66:14-24. Bills’ daughter then transferred to a new school, and still receives counseling concerning the events at Clarkson. See id. at 25:6 – 26:8. Bills also communicated briefly with a Mr. Coates in 2005 concerning the 2004 notes, who told Bills he had heard about Bills’ daughter and some of the other daughters involved, and that Coates’ daughter experienced similar treatment by Plaintiff. See Ex. AA; Ex. W, at 33:22 - 34:9.

time before [Plaintiff] got caught. . . . He was an extremely abusive man and should not be coaching young women.”¹⁰

Bills did not believe his communications with Alba would have any further detrimental effect on Plaintiff because Seeley had already been terminated from his position at QU. See Ex. W, at 64:7-9. In addition, having personally met with the Clarkson players and seeing how upset they were in 2004, Bills was under the good faith, absolute conviction that the incidents of verbal and physical abuse relayed to him by the Clarkson players were 100 percent true. See id., at 65:15-24.¹¹ In fact, Bills was not “out to get Seeley” but rather felt that, because Seeley had been terminated from QU for the same abuse his daughter had gone through, he simply “needed to tell the truth so no other girls have to suffer the consequences.” Ex. W, at 73:3-20. Bills’ goal in sharing the information related to events at Clarkson was not to harm Plaintiff or destroy his career, but rather “to get the truth out.” See id., at 75:11-24.¹² Ultimately, Seeley has advanced his coaching career to the world stage, having been hired abroad in August 2015 by the Chinese Ice Hockey Association under a contract that lasts until at least April 20, 2018, with the stated goals of taking the Chinese

¹⁰ On April 15, 2015, Q30 added a short update to the Third Article and Alba emailed Bills a link to that updated article. See Ex. BB & Ex. CC. On April 16, 2015, Q30 again added another short update to the Third Article. See Ex. CC.

¹¹ Two attached affidavits from former Clarkson players Cortney Bills and Jill Nolan, which detail some of Plaintiff’s abusive conduct while coaching at Clarkson University, underscore Bills’ good faith belief and further support that the statements and information provided by Bills to the Q30 reporter were, in fact, true. See Ex. HH and Ex. II.

¹² Of note, in a separate news article updated on April 15, 2015, Director McDonald admitted that he knew at some point after Seeley was hired at QU about incidents regarding Seeley’s behavior as a coach towards players at Clarkson. See Ex. DD.

National Women's Hockey Team to first place in the world championship and qualifying that team for the 2018 Olympic Winter Games. See Ex. GG. Additional facts may be cited herein as needed.

IV. STANDARD OF LAW

The summary judgment procedure "is an attempt to dispose of cases involving sham or frivolous issues in a manner which is speedier and less expensive for all concerned than a full-dress trial." United Oil Co. v. Urban Redevelopment Commission, 158 Conn. 364, 376, 260 A.2d 596 (1969). Practice Book §17-49 provides, in relevant part, that summary judgment "shall be rendered forthwith if the pleadings, affidavits and any other proof submitted show that there is no genuine issue as to any material fact and that the moving party is entitled to judgment as a matter of law." A "genuine issue" is a triable, substantial or real issue of fact that can be maintained by presenting substantial evidence outside the pleadings from which the material facts alleged can be warrantably inferred. See United Oil, supra, 158 Conn. at 378-79. "Material facts" are those "which will make a difference in the result of the case." Hammer v. Lumberman's Mutual Casualty Co., 214 Conn. 573, 578, 573 A.2d 699 (1990).

While the party seeking summary judgment has the burden of showing the absence of any genuine issue of material fact, "[t]o oppose a motion for summary judgment successfully, the nonmovant must recite specific facts . . . which contradict those stated in the movant's affidavits and documents." Hammer, supra, 214 Conn. at 579. The opposing party must substantiate its opposition with an evidentiary foundation which demonstrates the existence of disputed facts.

Haesche v. Kissner, 229 Conn. 213, 217, 640 A.2d 89 (1994); Burnham v. Karl and Gelb, P.C., 50 Conn. App. 385, 387, 717 A.2d 811 (1998), aff'd, 252 Conn. 153, 745 A.2d 178 (2000); Wellington Systems, Inc. v. Redding Group, Inc., 49 Conn. App. 152, 714 A.2d 21 (1998). “It is not enough for the opposing party merely to assert the existence of such a disputed issue.” (Internal quotation marks omitted.) Hammer, supra, 214 Conn. at 578-79. “Mere assertions of fact . . . are . . . insufficient to establish the existence of a material fact and, therefore, cannot refute evidence properly presented to the court [in support of a motion for summary judgment].” Burnham, supra, 50 Conn. App. at 387; Water & Way Properties v. Clot's Mfg. Co., Inc., 230 Conn. 660, 665, 646 A.2d 143, 145 (1994). Accordingly, “[i]f the evidence presented by the moving party is sufficient to establish that judgment is warranted as a matter of law, it is not rebutted by the bald statement that an issue of fact does exist.” Connecticut Housing Auth. v. John Fitch Ct. Assoc., 49 Conn. App. 142, 146, 713 A.2d 900 (1998); see Hammer, supra, 214 Conn. at 579.

Ultimately, “[t]he test is whether a party would be entitled to a directed verdict on the same facts.” Hammer, supra, 214 Conn. at 578. Thus, “[i]n deciding a motion for summary judgment, “the trial court must view the evidence in a light most favorable to the non-moving party.” Connell v. Colwell, 214 Conn. 242, 246-47, 571 A.2d 116 (1990); Burnham, supra, 50 Conn. App. at 387. Upon such a review, a summary disposition should enter when there is “evidence which a jury would not be at liberty to disbelieve and which would require a directed verdict for the moving party.” United Oil, supra, 158 Conn. at 380. Moreover, “[a] defendant’s motion for summary

judgment is properly granted if it raises at least one legally sufficient defense that would bar the plaintiff's claim and involves no triable issue of fact.” Perille v. Raybestos-Manhattan-Europe, Inc., 196 Conn. 529, 543, 494 A.2d 555 (1985); Beebe v. Town of East Haddam, 48 Conn. App. 60, 64, 708 A.2d 231 (1998). Such a motion also can be used to challenge the legal sufficiency of a pleading when the pleading fails to set forth a cause of action or defense and the defect cannot be cured by repleading. See Larobina v. McDonald, 274 Conn. 394, 401, 876 A.2d 522 (2005).

V. LEGAL ARGUMENT

A. Bills is Entitled to Summary Judgment As to Counts Five and Six

Plaintiff's emotional distress claims fail as a matter of law for a number of reasons. First, Plaintiff's claims cannot be proven on the elements in that there is an absolute lack of damages, a lack of reasonable fear on the Plaintiff's part in connection with or in light of Defendant's alleged conduct, and a complete lack of the type of outrageous behavior needed for the intentional infliction claim to have any merit. Moreover, Plaintiff's unclean hands should bar the claims based on his own misconduct and his prior termination or resignation from the position at issue. To the extent Plaintiff could show any damages, any such damages resulted from Plaintiff's failure to mitigate his damages; Plaintiff's own negligence, conduct or misconduct; and/or the intervening acts or omissions of others for which Defendant is not liable. Finally, it is obvious that Bills is recasting his defamation claims as emotional distress claims to avoid the protections afforded by defamation law. There also is significant undisputed evidence that any statements regarding abuse that Bills

made were substantially true, or were made in the good faith belief that they were true. Such statements also are protected speech under the First Amendment and are protected by the fair comment privilege. As a result, there are no genuine issues of material fact and Defendant is entitled to judgment as a matter of law on Counts Five and Six.

"[I]n order to prevail on a claim of negligent infliction of emotional distress, the plaintiff must prove that the defendant should have realized that its conduct involved an unreasonable risk of causing emotional distress and that that distress, if it were caused, might result in illness or bodily harm." (Internal quotation marks omitted.) Larobina v. McDonald, 274 Conn. 394, 410, 876 A.2d 522 (2005) (summary judgment granted against plaintiff's negligent infliction of emotional distress claim). To prevail on a claim of negligent infliction of emotional distress, a plaintiff must prove the following elements: "(1) the defendant's conduct created an unreasonable risk of causing the plaintiff emotional distress; (2) the plaintiff's distress was foreseeable; (3) the emotional distress was severe enough that it might result in illness or bodily harm; and (4) the defendant's conduct was the cause of the plaintiff's distress." Carrol v. Allstate Ins. Co., 262 Conn. 433, 444, 815 A.2d 119 (2003). In addition, to meet the elements of the claim, "the fear or distress experienced by the plaintiffs [must] be reasonable in light of the conduct of the defendants. If such a fear were reasonable in light of the defendants' conduct, the defendants should have realized that their conduct created an unreasonable risk of causing distress, and they, therefore, properly would be held liable. Conversely, if the fear were unreasonable in light of the defendants' conduct, the defendants would

not have recognized that their conduct could cause this distress and, therefore, they would not be liable." Id. at 447; see also Barrett v. Danbury Hosp., 232 Conn. 242, 262, 654 A.2d 748 (1995) (summary judgment in favor of the defendant hospital and physician was appropriate where plaintiff patient was unable to provide evidence that cause of his alleged fear occurred in the manner claimed); Montinieri v. Southern New England Tel. Co., 175 Conn. 337, 338, 398 A.2d 1180 (1978) (summary judgment granted for defendant company where plaintiff had made certain information public in many ways and therefore there was no reason for the defendant to believe that disclosing the information involved an unreasonable risk of causing distress to the plaintiffs).

"In order for the plaintiff to prevail in a case for liability under . . . [intentional infliction of emotional distress], four elements must be established. It must be shown: (1) that the actor intended to inflict emotional distress or that he knew or should have known that emotional distress was the likely result of his conduct; (2) that the conduct was extreme and outrageous; (3) that the defendant's conduct was the cause of the plaintiff's distress; and (4) that the emotional distress sustained by the plaintiff was severe. . . . Whether a defendant's conduct is sufficient to satisfy the requirement that it be extreme and outrageous is initially a question for the court to determine. . . . Only where reasonable minds disagree does it become an issue for the jury." (Citations omitted.) Appleton v. Board of Educ., 254 Conn. 205, 210, 757 A.2d 1059 (2000). "Liability for intentional infliction of emotional distress requires conduct that exceeds 'all bounds usually tolerated by decent society' Liability has been found only where the conduct has been so outrageous in character,

and so extreme in degree, as to go beyond all possible bounds of decency, and to be regarded as atrocious, and utterly intolerable in a civilized community. Generally, the case is one in which the recitation of the facts to an average member of the community would arouse his resentment against the actor, and lead him to exclaim, 'Outrageous!' 1 Restatement (Second), Torts § 46, comment (d), p. 73 (1965). Conduct on the part of the defendant that is merely insulting or displays bad manners or results in hurt feelings is insufficient to form the basis for an action based upon intentional infliction of emotional distress." (Citations omitted.) Id. at 210-11.

Plaintiff cannot present evidence sufficient to meet the elements of these claims. First, Plaintiff cannot show a reasonable fear in connection with the Defendant's actions. In fact, the record is replete with instances in which the Plaintiff made public his abusive conduct. Numerous young women reported the conduct and the same kind of conduct was seen quite publically during the NCAA quarterfinals game at Harvard. See, e.g., Exhibits F through V. It defies belief, in light of the Plaintiff's very public and multiple displays of the underlying abusive conduct in front of numerous witnesses over a course of many years, that he had any reasonable fear of Defendant's statements or notes so as to cause Plaintiff any distress or to support a finding of an unreasonable risk of causing him distress. In fact, the evidence shows that Plaintiff had no fear concerning reports of his misconduct and told his players that they could report whatever they wanted because, at least by implication, he was insulated from repercussions. See, e.g., Ex. J at QU-00003 (QU team captain reported to QU official Bill Mecca that Seeley told players "Jack [McDonald] is like

my father so it really doesn't make a bit of difference what you write about me because Jack has my back"); see also Ex. K (Seeley told the team "Jack McDonald is like a father figure to me"); Ex. M (Seeley told players "that the surveys are not confidential because Jack (McDonald) is like a father to him so he will tell him who said what").

As such, the Montinieri case provides a straightforward example, which, taken for the proposition for which it stands, illustrates that Defendant could not possibly have had a reason to believe that his conduct would create an unreasonable risk of distressing Seeley. See Montinieri v. Southern New England Tel. Co., 175 Conn. 337, 347, 398 A.2d 1180 (1978) (summary judgment granted for defendant company where plaintiff had made certain information public in many ways and therefore there was no reason for the defendant to believe that disclosing the information involved an unreasonable risk of causing distress to the plaintiffs). Because Seeley repeatedly engaged in his misconduct towards his players in public forums and in front of numerous witnesses on a regular basis, Seeley cannot now be heard to claim that he was distressed when Bills opined on that misconduct and provided information concerning Seeley's pattern of misconduct to Alba as a matter of public concern, especially when that was done after the Harvard game, after QU's investigation, and after Seeley's termination, all of which already confirmed the type of misconduct of which Bills spoke and which was already a topic of public discussion in the news media. If anything distressed Plaintiff, of which there is no evidence, it was his own pattern of misconduct, brought into sharp focus by his very public actions at the Harvard game, the ensuing QU

investigation and his termination. Accordingly, Plaintiff cannot show that defendant's conduct meet any of the four elements needed to prevail on a claim of negligent infliction of emotional distress. See Carroll v. Allstate Ins. Co., 262 Conn. 433, 444, 815 A.2d 119 (2003).

As to the claim of intentional infliction of emotional distress, there is no evidence that the conduct at issue damaged Plaintiff or that it is considered under our law to be outrageous or extreme. In fact, Bills' conduct is encouraged as a matter of public policy in an age where heightened attention to the abuse of women is both prevalent and well justified. In the Appleton case cited above, our Supreme Court reversed an Appellate Court ruling and upheld a trial court's original decision to grant defendants summary judgment on claims of intentional emotional distress where a teacher had been subjected to condescending comments and open questions in front of colleagues about her mental and physical fitness to work, had been subjected to two psychiatric examinations, and was then forced to resign and escorted from the premises. See Appleton, supra, 254 Conn. at 211-212. The Court easily upheld the trial court's decision to grant summary judgment to the defendant. "These occurrences may very well have been distressing and hurtful to the plaintiff. They do not, however, constitute extreme and outrageous conduct" Id. at 212 ("[a]s the defendants' actions in the present case were not so atrocious as to exceed all bounds usually tolerated by decent society, their conduct is insufficient to form the basis of an action for intentional infliction of emotional distress").

As in the Appleton case, there is no evidence to date that the Plaintiff was damaged, hurt or distressed by any of Bills' conduct, or that Plaintiff could differentiate any alleged damages or distress he suffered at his own hands or the hands of others as a result of his misconduct from any alleged damages or distress purportedly caused by Bills.¹³ Further, as a result of the overwhelming evidence that Plaintiff verbally, physically and emotionally abused his players at QU and Clarkson, Plaintiff's own unclean hands should bar him from recovering against any of the individuals who brought his misconduct to light.¹⁴ Moreover, there is evidence that Seeley suffered no damages at all, having been quickly signed to a new coaching contract in August 2015 for the Chinese National

¹³ Thus, Plaintiff cannot show that Defendant was the proximate cause of his alleged damages or injuries. "No matter how negligent a party may be, if his act bears no causal relation to the injury, it is not actionable." LaBieniec v. Baker, 11 Conn. App. 199, 206, 526 A.2d 1341 (1987) (where plaintiff could not differentiate between alleged emotional distress caused by an alleged delay as opposed to plaintiff's pre-existing condition trial court was justified in directing verdict against plaintiff). Similarly, here Plaintiff has presented no evidence differentiating between any alleged emotional distress purportedly caused by Bills' conduct and that caused by his own or by the acts of QU in terminating his employment.

¹⁴ The doctrine of unclean hands derives from "the equitable maxim that he who comes into equity must come with clean hands." DeCecco v. Beach, 174 Conn. 29, 34, 381 A.2d 543 (1977); accord Gelinas v. West Hartford, 225 Conn. 575, 587, 626 A.2d 259 (1993) ("one who seeks equity must also do equity and expect that equity will be done for all"). "No one shall be permitted to profit by his own fraud, or to take advantage of his own wrong, or to found any claim upon his own iniquity, or to acquire property by his own crime. These maxims are dictated by public policy, [and] have their foundation in universal law administered in all civilized countries . . ." Thompson v. Orcutt, 257 Conn. 301, 316, 777 A.2d 670 (2001); see also Precision Co. v. Automotive Co., 324 U.S. 806, 815, [315] 65 S. Ct. 993, 89 L. Ed. 1381 (1945) ("where a suit in equity concerns the public interest as well as the private interests of the litigants, [the doctrine of unclean hands] assumes even wider and more significant proportions"). This is such a case.

Women's Hockey Team for the purpose of raising their global profile at the World Championships and the 2018 Olympic Winter Games. See Ex. GG.

Even if Plaintiff was distressed in some way, Bills' conduct does not amount to extreme and outrageous conduct as a matter of law. Bills essentially did two things: He opined that Seeley was an abusive man who should not be coaching young women (a fact well-supported by overwhelming evidence that had already been reported to the public before Bills acted), and he sent a copy of his notes about additional alleged abusive conduct by Seeley to a reporter trying to bring to light the full scope of Seeley's misconduct as a matter of public concern. Our law and public policy encourages such conduct and rather than considering it outrageous and a cause for liability actually shields people like Bills from liability. See, e.g., Rioux v. Barry, 283 Conn. 338, 350-351, 927 A.2d 304 (2007) (holding that statements concerning plaintiff's use of improper language and alleged sexual harassment made in context of judicial and quasi-judicial proceedings are absolutely immune from claims of intentional infliction of emotional distress); see also General Statutes § 17b-451 (mandated reporting law). While Bills may not enjoy absolute immunity and may not have been legally compelled to report the abuse at issue,¹⁵ the principle behind the public policy remains clear. In our society the reporting of abuse or suspected abuse is not considered extreme or

¹⁵ Bills does not claim he was a mandated reporter or acted within judicial or quasi-judicial proceedings, except perhaps to the extent that NCAA and related rules and policies apply to the Plaintiff's underlying abuse. See, e.g., Exhibits B-E. Bills' conduct in passing on further information concerning Plaintiff's misconduct to the news media for additional investigation is, however, consistent with our societal standards and the public interest in ending abuse in our society.

outrageous, especially where the reports have been confirmed. See, e.g., Ex. CC (news report where several of Seeley's players confirmed the abuse).

In addition, there is significant evidence that any statements Bills made regarding abuse were substantially true, or were made in the good faith that they were true. Bills expressed that, having personally met with the Clarkson players and seeing how upset they were in 2004, he was under the good faith, absolute conviction that the incidents of verbal and physical abuse relayed to him by the Clarkson players were 100 percent true. See Ex. W, at 65:15-24. Moreover, two attached affidavits from former Clarkson players, Cortney Bills and Jill Nolan, have detailed some of Plaintiff's abusive conduct while coaching at Clarkson University, which only underscore Bills' good faith belief and demonstrate that Bills' statements and the information he provided to Alba were, in fact, true. See Ex. HH and Ex. II (detailing how, at Clarkson, Seeley was a "physically, verbally and emotionally abusive coach" who engaged in, among other things, "daily abusive screaming and yelling of profane, vulgar and degrading language and gestures;" "improper physical contact;" threats to terminate scholarships; and other abusive conduct). Bills' statements also are protected speech under the First Amendment and protected by the fair comment privilege.¹⁶

¹⁶ "To be actionable, the statement in question must convey an objective fact, as generally, a defendant cannot be held liable for expressing a mere opinion." Daley v. Aetna Life & Cas. Co., 249 Conn. 766, 795, 734 A.2d 112 (1999). Moreover, the First Amendment protects a citizen's speech if it concerns a matter of public concern. In fact, "[t]he [F]irst [A]mendment bars . . . damages under the generally applicable laws of intentional and negligent infliction of emotional distress where those claims are based on constitutionally protected conduct." Gleason v. Smolinski,

319 Conn. 394, 406, 125 A.3d 920 (2015) (reversing trial court summary judgment in plaintiff's favor and holding that trial court failed to consider whether the speech at issue was not merely a personal attempt to harass plaintiff but contained significant elements of protected speech on a matter of public concern). While "the boundaries of the public concern test are not well defined," the U.S. Supreme Court has articulated some guiding principles that accord broad protection to speech to ensure the courts do not become inadvertent censors:

"It explained that [s]peech deals with matters of public concern when it can be fairly considered as relating to any matter of political, social, or other concern to the community . . . or when it is a subject of legitimate news interest; that is, a subject of general interest and of value and concern to the public The arguably inappropriate or controversial character of a statement is irrelevant to the question whether it deals with a matter of public concern. Further, [d]eciding whether speech is of public or private concern requires us to examine the content, form, and context of that speech, as revealed by the whole record. . . . As in other [f]irst [a]mendment cases, the court is obligated to make an independent examination of the whole record in order to make sure that the judgment does not constitute a forbidden intrusion on the field of free expression. . . . In considering content, form, and context, no factor is dispositive, and it is necessary to evaluate all the circumstances of the speech, including what was said, where it was said, and how it was said." (Citations omitted; internal quotation marks omitted.) Id. at 411-12;

see also Daley, supra, 249 Conn. at 778-781 (if one speaks as a citizen upon matters of public concern, the statements are deemed to involve public issues and are protected speech; if the speaker spoke upon matters of personal interest, the speech is not constitutionally protected); Fuller v. Day Publishing Co., 2004 Conn. Super. LEXIS 376, *8-9 (2004) (Gordon, J.) (newspaper was not liable for defamation where its statements regarding plaintiff's mental health and criminal proceedings were protected under the qualified privilege of fair comment on matters of public interest; privilege protects against defamation liability so long as the facts on which the fair comment are made "are truly stated or privileged or otherwise known, either because the facts are of common knowledge or because ... they are readily accessible [to the reader]") (attached as Appendix I); see also Dun & Bradstreet v. Greenmoss Builders, Inc., 472 U.S. 749, 786, 86 L.Ed 2d 593, 105 S. Ct. 2939 (1985) (held that fault must be proved where the subject matter of the speech by a non-media defendant is of sufficient public concern to warrant heightened constitutional protection); Pollnow v. Poughkeepsie Newspapers, Inc., 107 A.D. 2d 10, 486 N.Y.S. 2d 11 (2d Dept. 1985), aff'd, 67 N.Y. 2d 778, 501 N.Y.S. 2d 17, 492 N.E. 2d 125 (1986) (a non-media individual defendant who utilizes a public medium for the publication of matter deemed defamatory should be accorded the same

“[C]onduct does not lose its protected character . . . simply because it may embarrass others or coerce them into action.” Gleason v. Smolinski, 319 Conn. 394, 424, 125 A.3d 920 (2015) (holding

constitutional privilege as the medium itself). Even if Plaintiff had been permitted here to proceed with his dismissed defamation claim, it should be recalled that “[a]lthough defamation claims are rooted in the state common law, their elements ‘are heavily influenced by the minimum standards required by the [f]irst [a]mendment.’” Gleason v. Smolinski, 319 Conn. 394, 430, 125 A.3d 920 (2015). Within this framework, it becomes clear that Bills’ speech was protected speech and that Plaintiff’s emotional distress claims, whether they are really a recasting of the defamation claim or not, fail upon examination of the record as a matter of law. Bills provided his notes regarding Clarkson to Q30’s reporter and stated simply that “[i]t was only a matter of time before [Plaintiff] got caught. . . . He was an extremely abusive man and should not be coaching young women.” See Ex. CC. That statement is obviously Bills’ opinion on a subject of legitimate news interest and a matter of public concern, which was based on information he learned and believed in good faith to be accurate (via his notes regarding Clarkson and the new reports of abuse at QU he had read after they were publically reported), and which is protected by the First Amendment and the “fair comment” privilege. Where Bills’ daughter was no longer under Plaintiff’s thumb as a player, and evaluating the content, form and context of the statement in conjunction with the entire record here, any personal aspect of Bills’ statement is minimal compared with the overall nature of the statement as one regarding a matter of public concern. Bills’ stated intent in making the statement and providing the notes was to get the truth out to protect the community, especially young women, from further abuse. See Ex. W, at 64:7-9; 65:15-24; 73:3-20; 75:11-24. Moreover, because Seeley was a public figure in the sports world, subject to strict rules of conduct, and who voluntarily thrust himself into the public limelight via his very public conduct at the NCAA quarterfinals game against Harvard, it is his burden to prove actual malice by Bills, of which he has no evidence. See Fuller, supra, 2004 Conn. Super. LEXIS 376 at *13-16 (“public figure” issue is one of law for court to decide; summary judgment granted to defendant on all 25 counts where the speech at issue was protected and all counts were premised on the protected speech, including claims of negligent and intentional infliction of emotional distress). As aptly stated in a New York decision concerning a private citizen’s letters to the editor that referenced physical attacks by a plaintiff on a teenager, “[when] a citizen is troubled by things going wrong, he should be free to ‘write to the newspaper’: and the newspaper should be free to publish his letter. It is often the only way to get things put right [Neither the writer nor the newspaper] should . . . be deterred by fear of libel actions.” Pollnow v. Poughkeepsie Newspapers, Inc., 107 A.D.2d 10, 16, 486 N.Y.S.2d 11 (App. Div. 1985), aff’d, 67 N.Y. 2d 778, 501 N.Y.S. 2d 17, 492 N.E. 2d 125 (1986).

that First Amendment bars damages under the generally applicable laws of intentional and negligent infliction of emotional distress where those claims are based on constitutionally protected conduct and that trial court failed to consider whether the speech at issue was not merely a personal attempt to harass plaintiff but contained significant elements of protected speech on a matter of public concern). Our Supreme Court, in discussing how to approach protected speech in the context of emotional distress claims had made clear that “[s]peech on matters of public concern . . . is at the heart of the [f]irst [a]mendment’s protection. . . . The [f]irst [a]mendment reflects a profound national commitment to the principle that debate on public issues should be uninhibited, robust, and wide-open. . . . That is because speech concerning public affairs is more than self-expression; it is the essence of self-government. . . . Accordingly, speech on public issues occupies the highest rung of the hierarchy of [f]irst [a]mendment values, and is entitled to special protection. . . .” *Id.* at 411. Moreover, where, as here, the emotional distress claims are defamation claims in disguise, and where “the plaintiff is a public figure . . . the plaintiff also must prove that the defamatory statement was made with actual malice, such that the statement, when made, [was] made with actual knowledge that it was false or with reckless disregard of whether it was false. . . .” *Id.* at 431-432.

In either event, the intent required to prove intentional infliction of emotional distress is plainly absent here. As Bills has expressed, he had no intent to harm Plaintiff, and did not believe his communications would further harm Plaintiff because Seeley had already been terminated. Rather Bills justifiably wanted the truth to be known so that more young women would not be

harmful by Plaintiff in the future. See Ex. W, at 64:7-9; 65:15-24; 73:3-20; 75:11-24. There is also no evidence that Bills' statements were false or that the information he provided was false or provided with a reckless disregard as to whether it was false. Bills had confirmation from multiple sources. Plaintiff lacks any evidence to the contrary, and it is Plaintiff's burden to prove these issues. See also Gleason v. Smolinski, 319 Conn. 394, 440, 125 A.3d 920 (2015) (clear and convincing evidence needed in defamation claims to prove actual malice). In short, Bills did what anyone should do, his conduct was in good faith and based on good grounds, and it simply does not meet the element of extreme and outrageous conduct needed for Plaintiff to succeed on a claim of intentional infliction of emotional distress. Because Defendant's speech is protected speech, it also cannot serve as the basis for liability under either of the emotional distress claims. See Fuller v. Day Publishing Co., 2004 Conn. Super. LEXIS 376, *13-16 (2004) (Gordon, J.) ("public figure" issue is one of law for court to decide; summary judgment granted to defendant on all 25 counts where the speech at issue was protected and all counts were premised on the protected speech, including claims of negligent and intentional infliction of emotional distress) (Appendix I).¹⁷

¹⁷ The Court in the Fuller case also held that the plaintiff's reliance on self-serving affidavits that the defendants had no access to at the time the defendants engaged in the conduct at issue could not be relied upon to "bolster [plaintiff's] claim that the defendants knowingly or recklessly provided false information." See Fuller, supra, 2004 Conn. Super. 376 at *15 (Appendix I). Accordingly, as such affidavits from plaintiff were determined to be insufficient and in the absence of additional evidence from the plaintiff to show the defendants acted with actual malice, the Court held that the defendants met their burden of proving there were no genuine issues of material fact and entered summary judgment in the defendants' favor on all 25 counts. See id. at *15-16.

Accordingly, for the reasons stated above and based on the undisputed facts, Bills is entitled to summary judgment in his favor on Counts Five and Six.

B. Bills Is Entitled to Summary Judgment As To Counts Seven and Eight

By virtue of Plaintiff's own allegations, and in accordance with the undisputed facts, Bills cannot be held liable for QU's termination of Seeley's contract with QU as head coach of the Team, as alleged in Count Seven. Moreover, Bills cannot be held liable for Seeley's purported loss of business expectancies under the QU contract, especially where Count Eight relies on the exact same alleged facts as Count Seven. Accordingly, for a variety of reasons, there are no genuine issues of fact and Bills is entitled to summary judgment on Counts Seven and Eight as a matter of law.

Relying exclusively on claims of defamation allegedly perpetrated by Bills, Plaintiff claims in conclusory fashion that Bills knew of Plaintiff's existing employment with QU and/or his business expectancy of future employment with QU, that Bills tortiously interfered with the same, and that Plaintiff suffered an actual loss as a result. See Complaint, Counts Seven and Eight. The timeline of events, however, is not in dispute and is supported by clear, unrefuted evidence demonstrating that Bills is entitled to summary judgment based on each of his six special defenses.

"A claim for tortious interference with contractual relations requires the plaintiff to establish (1) the existence of a contractual or beneficial relationship, (2) the defendants' knowledge of that relationship, (3) the defendants' intent to interfere with the relationship, (4) the interference was

tortious, and (5) a loss suffered by the plaintiff that was caused by the defendants' tortious conduct. Collum v. Chapin, 40 Conn.App. 449, 452, 671 A.2d 1329 (1996). Unlike other torts in which liability gives rise to nominal damages even in the absence of proof of actual loss ... it is an essential element of the tort of unlawful interference with business relations that the plaintiff suffers actual loss. Taylor v. Sugar Hollow Park, Inc., 1 Conn. App. 38, 39, 467 A.2d 935 (1983).” Appleton v. Bd. of Educ. of Town of Stonington, 254 Conn. 205, 212-13, 757 A.2d 1059 (2000) (upholding summary judgment against plaintiff where plaintiff voluntarily resigned and in the absence of actual loss as required by the elements of the action). Moreover, for Plaintiff to prevail on such a claim he must prove that Defendant’s conduct caused QU to terminate its relationship with the Plaintiff. See Collum v. Chapin, 40 Conn. App. 449, 452, 671 A.2d 1329 (1996).

"It is well established that the elements of a claim for tortious interference with business expectancies are: (1) a business relationship between the plaintiff and another party; (2) the defendant's intentional interference with the business relationship while knowing of the relationship; and (3) as a result of the interference, the plaintiff suffers actual loss." Hi-Ho Tower, Inc. v. Com-Tronics, Inc., 255 Conn. 20, 27, 761 A.2d 1268 (2000). "Unlike other torts in which liability gives rise to nominal damages even in the absence of proof of actual loss; see Riccio v. Abate, 176 Conn. 415, 418-19, 407 A.2d 1005 (1979); it is an essential element of the tort of unlawful interference with business relations that the plaintiff suffered actual loss." (Internal quotation marks omitted.) Id. at 33. "It is axiomatic that the burden of proving damages is on the party claiming them. . . .

When damages are claimed they are an essential element of the plaintiff's proof and must be proved with reasonable certainty. . . . Damages are recoverable only to the extent that the evidence affords a sufficient basis for estimating their amount in money with reasonable certainty." (Internal quotation marks omitted.) Lawson v. Whitey's Frame Shop, 241 Conn. 678, 689, 697 A.2d 1137 (1997).

Further, "[a]lthough Connecticut courts long [have] recognized a cause of action for tortious interference with contract rights or other business relations . . . [the case law indicates, nonetheless,] that not every act that disturbs a contract or business expectancy is actionable. . . . For a plaintiff successfully to prosecute such an action it must prove that the defendant's conduct was in fact tortious. This element may be satisfied by proof that the defendant was guilty of fraud, misrepresentation, intimidation or molestation . . . or that the defendant acted maliciously. . . . [An] action for intentional interference with business relations . . . requires the plaintiff to plead and prove at least some improper motive or improper means. . . . The plaintiff in a tortious interference claim must demonstrate malice on the part of the defendant, not in the sense of ill will, but intentional interference without justification. . . . In other words, the [plaintiff] bears the burden of alleging and proving lack of justification on the part of the [defendant]." (Citations omitted; internal quotation marks omitted.) Downes-Patterson Corp. v. First Nat'l Supermarkets, Inc., 64 Conn. App. 417, 429, 780 A.2d 967 (2001). "Stated simply, to substantiate a claim of tortious interference with a business expectancy, there must be evidence that the interference resulted from the defendant's commission of a tort. [A] claim is made out [only] when interference resulting in

injury to another is wrongful by some measure beyond the fact of the interference itself. . . . [Not e]very act of interference is . . . tortious." Id. (upholding trial court's determination to set aside jury verdict for plaintiff where plaintiff lacked evidence to support elements of the claim including knowledge of the alleged contract and improper motive or means beyond the interference itself).

Here, not only is there no evidence that Bills knew of Seeley's contract, the details thereof, or any alleged expectancy, even if Bills had known of the QU contract or expectancy, the evidence shows Bills made no comments to QU until after QU had terminated Seeley. As a result, at the time of Bills' alleged conduct, Seeley had no contract with QU and no business expectancy in connection with QU. Bills only first commented on the evening of April 9, 2015, after Seeley's termination or resignation had been announced in at least three prior, public news articles published by QU and the New Haven Register. See Exs. P, R and U. As a result, Plaintiff has not alleged viable claims and cannot prove the elements of his claims, especially given the lack of any evidence of actual loss or damages caused by Bills and the lack of any intent on the part of Bills to interfere with a contract or business expectancy, which by the time he acted had already, and very publically, ceased to exist. There is no set of facts based on the undisputed evidence that would result in any relief for the Plaintiff on these two claims.¹⁸ Thus, Plaintiff fails to state any such claims against Bills upon which relief may be granted.

¹⁸ Plaintiff must have known this at the time he commenced litigation as well given the publically available information concerning his claims, which only highlights how these claims and the emotional distress claims are merely a recasting of the failed defamation claim.

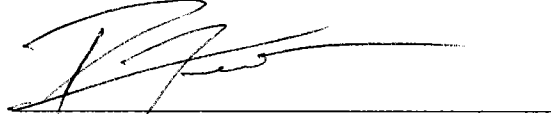
As more fully described above in connection with the emotional distress claims, which arguments are incorporated herein by reference, Plaintiff's termination and the purportedly negative consequences thereof, if any, came about as a result of Plaintiff's own negligence, conduct or misconduct; Plaintiff's unclean hands; and/or the wholly separate investigation conducted by QU, all of which occurred prior to and without any involvement by Bills. Rather than take responsibility for his misconduct, Plaintiff has searched for any way in which to pin the consequences of his blatant, repeated misconduct upon Defendant Bills as well as non-party QU (via Plaintiff's multiple other claims) by merely recasting his defamation claim as four other tort claims in a clear effort to circumvent the protections Bills otherwise enjoys under defamation law and other law. See, infra, at 17-29 of this memorandum. Perhaps more importantly, here there was and could be no act of interference by Bills because Plaintiff's relationship with QU was finished before any of Bills' purported conduct. As such, the Court should render summary judgment swiftly on Counts Seven and Eight in Bills' favor.

VI. CONCLUSION

There are no genuine issues of material fact with respect to the claims against Bills, who is thereby entitled to judgment as a matter of law. Accordingly, for the reasons set forth herein, the Court should grant summary judgment in favor of Bills as to Counts Five, Six, Seven and Eight of the operative Complaint.

THE DEFENDANT,
DAVID BILLS

By:

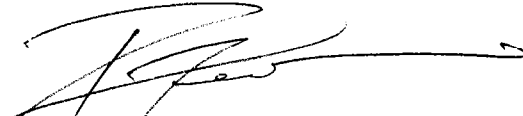


Thomas E. Katon
Philip G. Kent
Susman, Duffy & Segaloff, P.C.
Its Attorneys

CERTIFICATION

I hereby certify that a copy of the above was mailed or electronically delivered this date to all counsel and pro se parties of record and that written consent for electronic delivery was received from all counsel and pro se parties of record who were electronically served.

Robert B. Mitchell, Esq.
Maria Garcia Quinter, Esq.
Mitchell & Sheahan P.C.
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Stratford, CT 06615



Philip G. Kent
Commissioner of Superior Court

I:\Client A-B\Bills\Seeley & Quinnpiac\Pleadings\FINAL Memo of Law Motion for Summary Judgment 4.3.17 Seeley v Bills.doc

Exhibit A

QUINNIPIAC UNIVERSITY

Office of Academic Affairs

July 8, 2010

Richard Seeley
903 Long Hill Rd.
Middletown, CT 06457

Dear Rick,

I am pleased to appoint you to the staff as Head Women's Ice Hockey Coach for the period July 1, 2010 through June 30, 2015. Your salary for the period July 1, 2010 through June 30, 2011 will be \$115,500 subject to the usual withholdings and deductions. In addition, you will receive a car allowance of \$900 per month.

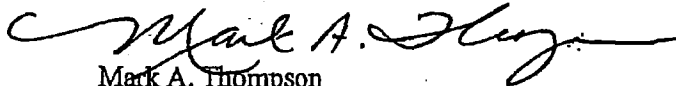
In addition, please be advised that as a staff member of this NCAA member institution, you are subject to all applicable rules and regulations set forth by the NCAA and our conferences. By signing this agreement you are acknowledging your obligation to uphold a standard of rules compliance, academic progress, and that you have read the attachment with regards specifically to NCAA Bylaw, Article 10 Ethical Conduct.

As we continue to enhance the quality of our programs and services at Quinnipiac University and plan for the future, I would like you to know that you are an important part of that process and I am looking forward to working with you.

Please sign and return the original of this contract marked personal and confidential to me before August 1, 2010.

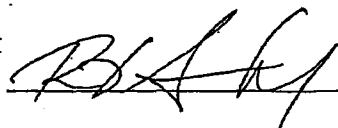
Best Regards,

Sincerely,



Mark A. Thompson
Senior VP for Academic and Student Affairs

The terms, as outlined above, are hereby approved and accepted.

Signature: 

Date: 

QUINNIPLAC UNIVERSITY

Office of Academic Affairs

June 14, 2011

Richard Seeley
903 Long Hill Road
Middletown, CT 06457

Dear Richard,

I am pleased to offer you appointment to the staff as "Head Women's Ice Hockey Coach", for the period July 1, 2011 through June 30, 2016. Your salary for the period July 1, 2011 through June 30, 2012 will be \$119,542 subject to the usual withholdings and deductions. Your annual salary for the following four years will be at least \$119,542 but will be reviewed annually for merit adjustments consistent with the salary adjustment policy in effect for other administrators in that year. You are also eligible for a car allowance of \$900 per month.


In addition, you will have the opportunity to operate a summer youth hockey camp.

Please be advised that as a staff member of this NCAA member institution, you are subject to all applicable rules and regulations set forth by the NCAA and our conferences. By signing this agreement you are acknowledging your obligation to uphold a standard of rules compliance, academic progress, and that you have read the attachment with regards specifically to NCAA Bylaw, Article 10 Ethical Conduct.

As we continue to enhance the quality of our programs and services at Quinnipiac University and plan for the future, I would like you to know that you are an important part of that process and I continue to look forward to working with you.

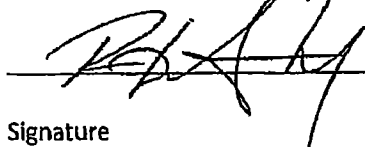
If you accept this offer, please sign and return the original of this contract marked personal and confidential to the Office of the Vice President of Human Resources before July 1, 2011.

Best Regards,



Mark A. Thompson, Senior VP for Academic and Student Affairs

The terms as outlined above, are hereby approved and accepted.



Signature

6-28-11

Date

QUINNIPIAC UNIVERSITY

Office of Academic
Affairs

June 22, 2012

Richard Seeley
903 Long Hill Road
Middletown, CT 06457

Dear Richard,

I am pleased to offer you appointment to the staff as "Head Women's Ice Hockey Coach", for the period July 1, 2012 through June 30, 2017. Your salary for the period July 1, 2012 through June 30, 2013 will be \$130,000 subject to the usual withholdings and deductions. Your annual salary for the following four years will be at least \$130,000 but will be reviewed annually for merit adjustments consistent with the salary adjustment policy in effect for other administrators in that year. You are also eligible for a car allowance of \$900 per month.

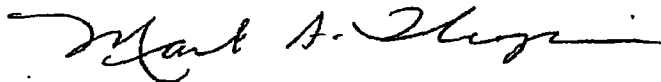
In addition, you will have the opportunity to operate a summer youth hockey camp.

Please be advised that as a staff member of this NCAA member institution, you are subject to all applicable rules and regulations set forth by the NCAA and our conferences. By signing this agreement you are acknowledging your obligation to uphold a standard of rules compliance, academic progress, and that you have read the attachment with regards specifically to NCAA Bylaw, Article 10 Ethical Conduct.

As we continue to enhance the quality of our programs and services at Quinnipiac University and plan for the future, I would like you to know that you are an important part of that process and I continue to look forward to working with you.

If you accept this offer, please sign and return the original of this contract marked personal and confidential to the Office of the Vice President of Human Resources by July 1, 2012.

Best Regards,



Mark A. Thompson, Senior VP for Academic and Student Affairs

The terms as outlined above, are hereby approved and accepted.

Signature

Date

July 9, 2012

QUINNIPIAC UNIVERSITY

Office of the Executive Vice President/Provost

January 9, 2015

Richard Seeley
903 Long Hill Road
Middletown, CT 06457

Dear Richard,

I am pleased to offer you appointment to the staff as "Head Women's Ice Hockey Coach", for the period July 1, 2014 through June 30, 2019. Your salary for the period July 1, 2014 through June 30, 2015 will be \$165,000 subject to the usual withholdings and deductions. Your annual salary for the following four years will be at least \$165,000 but will be reviewed annually for merit adjustments consistent with the salary adjustment policy in effect for other administrators in that year. You are also eligible for a car allowance of \$900 per month.

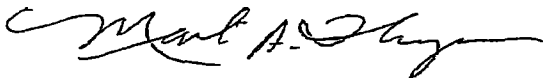
In addition, you will have the opportunity to operate a summer youth hockey camp.

Please be advised that as a staff member of this NCAA member institution, you are subject to all applicable rules and regulations set forth by the NCAA and our conferences. By signing this agreement you are acknowledging your obligation to uphold a standard of rules compliance, academic progress, and that you have read the attachment with regards specifically to NCAA Bylaw, Article 10 Ethical Conduct.

As we continue to enhance the quality of our programs and services at Quinnipiac University and plan for the future, I would like you to know that you are an important part of that process and I continue to look forward to working with you.

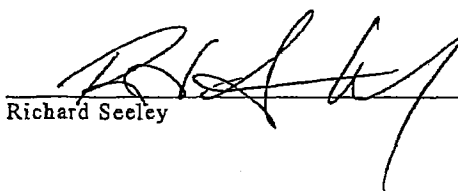
If you accept this offer, please sign and return the original of this contract marked personal and confidential to the Office of the Vice President of Human Resources by October 15, 2014.

Best Regards,



Mark A. Thompson, PhD
Executive Vice President and Provost

The terms as outlined above are hereby approved and accepted.


Richard Seeley

2-5-15
Date

Exhibit B



2014-15 NCAA®

DIVISION I **MANUAL**

EFFECTIVE
AUGUST 1, 2014

Commitments to the Division I Collegiate Model

In addition to the purposes and fundamental policy of the National Collegiate Athletic Association, as set forth in Constitution 1, members of Division I support the following commitments in the belief that these commitments assist in defining the nature and purposes of the division. These commitments are not binding on member institutions, but serve as a guide for the preparation of legislation by the division and for planning and implementation of programs by institutions and conferences.

The Commitment to Value-Based Legislation. Bylaws proposed and enacted by member institutions governing the conduct of intercollegiate athletics shall be designed to foster competition in amateur athletics, promote the Association's enduring values and advance the Collegiate Model as set forth in the NCAA Constitution. In some instances, a careful balancing of these values may be necessary to help achieve the purposes of the Association.

The Commitment to Amateurism. Member institutions shall conduct their athletics programs for students who choose to participate in intercollegiate athletics as a part of their educational experience and in accordance with NCAA bylaws, thus maintaining a line of demarcation between student-athletes who participate in the Collegiate Model and athletes competing in the professional model.

The Commitment to Fair Competition. Bylaws shall be designed to promote the opportunity for institutions and eligible student-athletes to engage in fair competition. This commitment requires that all member institutions compete within the framework of the Collegiate Model of athletics in which athletics competition is an integral part of the student-athlete's effort to acquire a degree in higher education. The commitment to fair competition acknowledges that variability will exist among members, including facilities, geographic locations and resources, and that such variability should not be justification for future legislation. Areas affecting fair competition include, but are not limited to, personnel, eligibility and amateurism, recruiting, financial aid, the length of playing and practice seasons, and the number of institutional competitions per sport.

The Commitment to Integrity and Sportsmanship. It is the responsibility of each member institution to conduct its athletics programs and manage its staff members, representatives and student-athletes in a manner that promotes the ideals of higher education and the integrity of intercollegiate athletics. Member institutions are committed to encouraging behavior that advances the interests of the Association, its membership and the Collegiate Model of athletics. All individuals associated with intercollegiate athletics programs and events should adhere to such fundamental values as respect, fairness, civility, honesty, responsibility, academic integrity and ethical conduct. These values should be manifest not only in athletics participation, but also in the broad spectrum of activities affecting the athletics programs.

The Commitment to Institutional Control and Compliance. It is the responsibility of each member institution to monitor and control its athletics programs, staff members, representatives and student-athletes to ensure compliance with the Constitution and bylaws of the Association. Responsibility for maintaining institutional control ultimately rests with the institution's campus president or chancellor. It is also the responsibility of each member institution to report all breaches of conduct established by these bylaws to the Association in a timely manner and cooperate with the Association's enforcement efforts. Upon a conclusion that one or more violations occurred, an institution shall be subject to such disciplinary and corrective actions as may be prescribed by the Association on behalf of the entire membership.

The Commitment to Student-Athlete Well-Being. Intercollegiate athletics programs shall be conducted in a manner designed to enhance the well-being of student-athletes who choose to participate and to prevent undue commercial or other influences that may interfere with their scholastic, athletics or related interests. The time required of student-athletes for participation in intercollegiate athletics shall be regulated to minimize interference with their academic pursuits. It is the responsibility of each member institution to establish and maintain an environment in which student-athletes' activities, in all sports, are conducted to encourage academic success and individual development and as an integral part of the educational experience. Each member institution should also provide an environment that fosters fairness, sportsmanship, safety, honesty and positive relationships between student-athletes and representatives of the institution.

The Commitment to Sound Academic Standards. Standards of the Association governing participation in intercollegiate athletics, including postseason competition, shall be designed to ensure proper emphasis on educational objectives and the opportunity for academic success, including graduation, of student-athletes who choose to participate at a member institution. Intercollegiate athletics programs shall be maintained as an important component of the educational program, and student-athletes shall be an integral part of the student body. Each member institution's admission and academic standards for student-athletes shall be designed to promote academic progress and graduation and shall be consistent with the standards adopted by the institution for the student body in general.

The Commitment to Responsible Recruiting Standards. Recruiting bylaws shall be designed to promote informed decisions and balance the interests of prospective student-athletes, their educational institutions, the Association's member institutions and intercollegiate athletics as a whole. This commitment includes minimizing the role of external influences on prospective student-athletes and their families and preventing excessive contact or pressure in the recruitment process.

The Commitment to Diversity and Inclusion. The Division I membership believes in and is committed to the core values of diversity, inclusion and equity, because realization of those values improves the learning environment for all student-athletes and enhances excellence within the membership and in all aspects of intercollegiate athletics. The membership shall create diverse and inclusive environments, promote an atmosphere of respect for and sensitivity to the dignity of every person, and include diverse perspectives in the pursuit of academic and athletic excellence. Member institutions, with assistance from the national office, are expected to develop inclusive practices that foster positive learning and competitive environments for student-athletes, as well as professional development and opportunities for athletics administrators, coaches and staff from diverse backgrounds.

Principles for Conduct of Intercollegiate Athletics

2.01 General Principle. [*]

Legislation enacted by the Association governing the conduct of intercollegiate athletics shall be designed to advance one or more basic principles, including the following, to which the members are committed. In some instances, a delicate balance of these principles is necessary to help achieve the objectives of the Association.

2.1 The Principle of Institutional Control and Responsibility. [*]

2.1.1 Responsibility for Control. [*] It is the responsibility of each member institution to control its intercollegiate athletics program in compliance with the rules and regulations of the Association. The institution's president or chancellor is responsible for the administration of all aspects of the athletics program, including approval of the budget and audit of all expenditures. *(Revised: 3/8/06)*

2.1.2 Scope of Responsibility. [*] The institution's responsibility for the conduct of its intercollegiate athletics program includes responsibility for the actions of its staff members and for the actions of any other individual or organization engaged in activities promoting the athletics interests of the institution.

2.2 The Principle of Student-Athlete Well-Being. [*]

Intercollegiate athletics programs shall be conducted in a manner designed to protect and enhance the physical and educational well-being of student-athletes. *(Revised: 11/21/05)*

2.2.1 Overall Educational Experience. [*] It is the responsibility of each member institution to establish and maintain an environment in which a student-athlete's activities are conducted as an integral part of the student-athlete's educational experience. *(Adopted: 1/10/95)*

2.2.2 Cultural Diversity and Gender Equity. [*] It is the responsibility of each member institution to establish and maintain an environment that values cultural diversity and gender equity among its student-athletes and intercollegiate athletics department staff. *(Adopted: 1/10/95)*

2.2.3 Health and Safety. [*] It is the responsibility of each member institution to protect the health of, and provide a safe environment for, each of its participating student-athletes. *(Adopted: 1/10/95)*

2.2.4 Student-Athlete/Coach Relationship. [*] It is the responsibility of each member institution to establish and maintain an environment that fosters a positive relationship between the student-athlete and coach. *(Adopted: 1/10/95)*

2.2.5 Fairness, Openness and Honesty. [*] It is the responsibility of each member institution to ensure that coaches and administrators exhibit fairness, openness and honesty in their relationships with student-athletes. *(Adopted: 1/10/95)*

2.2.6 Student-Athlete Involvement. [*] It is the responsibility of each member institution to involve student-athletes in matters that affect their lives. *(Adopted: 1/10/95)*

2.3 The Principle of Gender Equity. [*]

2.3.1 Compliance With Federal and State Legislation. [*] It is the responsibility of each member institution to comply with federal and state laws regarding gender equity. *(Adopted: 1/11/94)*

2.3.2 NCAA Legislation. [*] The Association should not adopt legislation that would prevent member institutions from complying with applicable gender-equity laws, and should adopt legislation to enhance member institutions' compliance with applicable gender-equity laws. *(Adopted: 1/11/94)*

2.3.3 Gender Bias. [*] The activities of the Association should be conducted in a manner free of gender bias. *(Adopted: 1/11/94)*

2.4 The Principle of Sportsmanship and Ethical Conduct. [*]

For intercollegiate athletics to promote the character development of participants, to enhance the integrity of higher education and to promote civility in society, student-athletes, coaches, and all others associated with these athletics programs and events should adhere to such fundamental values as respect, fairness, civility, honesty and responsibility. These values should be manifest not only in athletics participation, but also in the broad spectrum of activities affecting the athletics program. It is the responsibility of each institution to: *(Adopted: 1/9/96)*

Infractions Program

19.01 General Principles.

19.01.1 Mission of the Infractions Program. It is the mission of the NCAA infractions program to uphold integrity and fair play among the NCAA membership, and to prescribe appropriate and fair penalties if violations occur. One of the fundamental principles of the infractions program is to ensure that those institutions and student-athletes abiding by the NCAA constitution and bylaws are not disadvantaged by their commitment to compliance. The program is committed to the fairness of procedures and the timely resolution of infractions cases. The ability to investigate allegations and penalize infractions is critical to the common interests of the Association's membership and the preservation of its enduring values. *(Adopted: 1/11/94, Revised: 10/30/12 effective 8/1/13, 7/31/14)*

19.01.2 Accountability. The infractions program shall hold institutions, coaches, administrators and student-athletes who violate the NCAA constitution and bylaws accountable for their conduct, both at the individual and institutional levels. *(Adopted: 10/30/12 effective 8/1/13, Revised: 7/31/14)*

19.01.3 Public Disclosure. Except as provided in this article, the Committee on Infractions, the Infractions Appeals Committee and the enforcement staff shall not make public disclosures about a pending case until the case has been announced in accordance with prescribed procedures. An institution and any individual subject to the NCAA constitution and bylaws involved in a case, including any representative or counsel, shall not make public disclosures about the case until a final decision has been announced in accordance with prescribed procedures. *(Adopted: 10/30/12 effective 8/1/13)*

19.01.4 Penalty Structure. The infractions program shall address the varying levels of infractions and, for the most serious infractions, include guidelines for a range of penalties, which the Committee on Infractions may prescribe, subject to review by the Infractions Appeals Committee. Penalties shall depend on the relative severity of the infraction(s), the presence of aggravating or mitigating factors and, in some cases, the existence of extenuating circumstances. *(Adopted: 10/30/12 effective 8/1/13, Revised: 7/31/14)*

19.01.5 Exemplary Conduct. Individuals employed by or associated with member institutions for the administration, the conduct or the coaching of intercollegiate athletics are, in the final analysis, teachers of young people. Their responsibility is an affirmative one, and they must do more than avoid improper conduct or questionable acts. Their own moral values must be so certain and positive that those younger and more pliable will be influenced by a fine example. Much more is expected of them than of the less critically placed citizen.

19.02 Definitions and Applications.

19.02.1 Involved Individual. Involved individuals are current or former institutional staff members and current or former student-athletes who have received notice of involvement in alleged violations. *(Adopted: 10/30/12 effective 8/1/13)*

19.02.2 New Information. New information is relevant, material information that could not have reasonably been ascertained prior to the Committee on Infractions hearing. *(Adopted: 1/6/96, Revised: 10/30/12 effective 8/1/13, 7/31/14)*

19.02.3 Show-Cause Order. A show-cause order is an order that requires a member institution to demonstrate to the satisfaction of the Committee on Infractions why it should not be subject to a penalty or additional penalty for not taking appropriate disciplinary or corrective action with regard to an institutional staff member or representative of the institution's athletics interests found by the committee as having been involved in a violation of the NCAA constitution and bylaws. *(Revised: 1/10/95, 4/24/03, 10/30/12 effective 8/1/13)*

19.1 Violation Structure.

19.1.1 Severe Breach of Conduct (Level I Violation). A severe breach of conduct is one or more violations that seriously undermine or threaten the integrity of the NCAA Collegiate Model, as set forth in the constitution and bylaws, including any violation that provides or is intended to provide a substantial or extensive recruiting, competitive or other advantage, or a substantial or extensive impermissible benefit. Among other examples, the following, in appropriate circumstances, may constitute a severe breach of conduct: *(Adopted: 10/30/12 effective 8/1/13, 7/31/14)*

- (a) Lack of institutional control;
- (b) Academic misconduct;
- (c) Failure to cooperate in an NCAA enforcement investigation;

Exhibit C

BYLAW, ARTICLE 10

Ethical Conduct

10.01	General Principle.....	47	10.2	Knowledge of Use of Banned Drugs.....	48
10.02	Definitions and Applications.....	47	10.3	Sports Wagering Activities.....	48
10.1	Unethical Conduct.....	47	10.4	Disciplinary Action.....	48

10.01 GENERAL PRINCIPLE

10.01.1 Honesty and Sportsmanship. Individuals employed by (or associated with) a member institution to administer, conduct or coach intercollegiate athletics and all participating student-athletes shall act with honesty and sportsmanship at all times so that intercollegiate athletics as a whole, their institutions and they, as individuals, shall represent the honor and dignity of fair play and the generally recognized high standards associated with wholesome competitive sports.

10.02 DEFINITIONS AND APPLICATIONS

10.02.1 Sports Wagering. [#] Sports wagering includes placing, accepting or soliciting a wager (on a staff member's or student-athlete's own behalf or on the behalf of others) of any type with any individual or organization on any intercollegiate, amateur or professional team or contest. Examples of sports wagering include, but are not limited to, the use of a bookmaker or parlay card; Internet sports wagering; auctions in which bids are placed on teams, individuals or contests; and pools or fantasy leagues in which an entry fee is required and there is an opportunity to win a prize. *(Adopted: 4/26/07 effective 8/1/07)*

10.02.2 Wager. [#] A wager is any agreement in which an individual or entity agrees to give up an item of value (e.g., cash, shirt, dinner) in exchange for the possibility of gaining another item of value. *(Adopted: 4/26/07 effective 8/1/07)*

10.1 UNETHICAL CONDUCT

Unethical conduct by a prospective or enrolled student-athlete or a current or former institutional staff member (e.g., coach, professor, tutor, teaching assistant, student manager, student trainer) may include, but is not limited to, the following: *(Revised: 1/10/90, 1/9/96, 2/22/01)*

- (a) Refusal to furnish information relevant to an investigation of a possible violation of an NCAA regulation when requested to do so by the NCAA or the individual's institution;
- (b) Knowing involvement in arranging for fraudulent academic credit or false transcripts for a prospective or an enrolled student-athlete;
- (c) Knowing involvement in offering or providing a prospective or an enrolled student-athlete an improper inducement or extra benefit or improper financial aid; *(Revised: 1/9/96)*
- (d) Knowingly furnishing the NCAA or the individual's institution false or misleading information concerning the individual's involvement in or knowledge of matters relevant to a possible violation of an NCAA regulation;
- (e) Receipt of benefits by an institutional staff member for facilitating or arranging a meeting between a student-athlete and an agent, financial advisor or a representative of an agent or advisor (e.g., "runner"); *(Adopted: 1/9/96, Revised: 8/4/05)*
- (f) Knowing involvement in providing a banned substance or impermissible supplement to student-athletes, or knowingly providing medications to student-athletes contrary to medical licensure, commonly accepted standards of care in sports medicine practice, or state and federal law. This provision shall not apply to banned substances for which the student-athlete has received a medical exception per Bylaw 31.2.3.5; however, the substance must be provided in accordance with medical licensure, commonly accepted standards of care and state or federal law; *(Adopted: 8/4/05, Revised: 5/6/08)*
- (g) Failure to provide complete and accurate information to the NCAA, the NCAA Eligibility Center or an institution's admissions office regarding an individual's academic record (e.g., schools attended, completion of coursework, grades and test scores); *(Adopted: 4/27/06, Revised: 10/23/07)*
- (h) Fraudulence or misconduct in connection with entrance or placement examinations; *(Adopted: 4/27/06)*

- (i) Engaging in any athletics competition under an assumed name or with intent to otherwise deceive; or (*Adopted: 4/27/06*)
- (j) Failure to provide complete and accurate information to the NCAA, the NCAA Eligibility Center or the institution's athletics department regarding an individual's amateur status. (*Adopted: 1/8/07, Revised: 5/9/07*)

10.2 KNOWLEDGE OF USE OF BANNED DRUGS

A member institution's athletics department staff members or others employed by the intercollegiate athletics program who have knowledge of a student-athlete's use at any time of a substance on the list of banned drugs, as set forth in Bylaw 31.2.3.4, shall follow institutional procedures dealing with drug abuse or shall be subject to disciplinary or corrective action as set forth in Bylaw 19.5.2.2.

10.3 SPORTS WAGERING ACTIVITIES [#]

The following individuals shall not knowingly participate in sports wagering activities or provide information to individuals involved in or associated with any type of sports wagering activities concerning intercollegiate, amateur or professional athletics competition: (*Adopted: 4/26/07 effective 8/1/07*)

- (a) Staff members of an institution's athletics department;
- (b) Nonathletics department staff members who have responsibilities within or over the athletics department (e.g., chancellor or president, faculty athletics representative, individual to whom athletics reports);
- (c) Staff members of a conference office; and
- (d) Student-athletes.

10.3.1 Scope of Application. [#] The prohibition against sports wagering applies to any institutional practice or any competition (intercollegiate, amateur or professional) in a sport in which the Association conducts championship competition, in bowl subdivision football and in emerging sports for women. (*Adopted: 4/26/07 effective 8/1/07*)

10.3.1.1 Exception. [#] The provisions of Bylaw 10.3 are not applicable to traditional wagers between institutions (e.g., traditional rivalry) or in conjunction with particular contests (e.g., bowl games). Items wagered must be representative of the involved institutions or the states in which they are located. (*Adopted: 4/26/07 effective 8/1/07*)

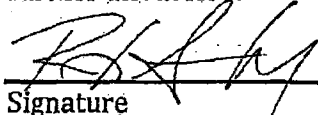
10.3.2 Sanctions. [#] The following sanctions for violations of Bylaw 10.3 shall apply: (*Adopted: 4/27/00 effective 8/1/00, Revised: 4/26/07 effective 8/1/07*)

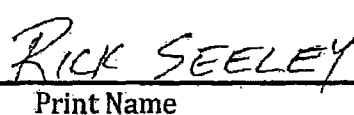
- (a) A student-athlete who engages in activities designed to influence the outcome of an intercollegiate contest or in an effort to affect win-loss margins ("point shaving") or who participates in any sports wagering activity involving the student-athlete's institution shall permanently lose all remaining regular-season and postseason eligibility in all sports. (*Revised: 4/26/07 effective 8/1/07*)
- (b) A student-athlete who participates in any sports wagering activity through the Internet, a bookmaker or a parlay card shall be ineligible for all regular-season and postseason competition for a minimum of a period of one year from the date of the institution's determination that a violation occurred and shall be charged with the loss of a minimum of one season of eligibility. If the student-athlete is determined to have been involved in a later violation of any portion of Bylaw 10.3, the student-athlete shall permanently lose all remaining regular-season and postseason eligibility in all sports. (*Revised: 4/26/07 effective 8/1/07*)

10.4 DISCIPLINARY ACTION [#]

Prospective or enrolled student-athletes found in violation of the provisions of this regulation shall be ineligible for further intercollegiate competition, subject to appeal to the Committee on Student-Athlete Reinstatement for restoration of eligibility. (See Bylaw 10.3.2 for sanctions of student-athletes involved in violations of 10.3.) Institutional staff members found in violation of the provisions of this regulation shall be subject to disciplinary or corrective action as set forth in Bylaw 19.5.2.2 of the NCAA enforcement procedures, whether such violations occurred at the certifying institution or during the individual's previous employment at another member institution. (*Revised: 1/10/90, 4/27/00 effective 8/1/00, 4/26/07 effective 8/1/07*)

By signing and dating, I confirm that I have received and reviewed this document. I understand that if I have any questions related to this document, I am to contact the Director of Athletics & Recreation for further discussion.


Signature

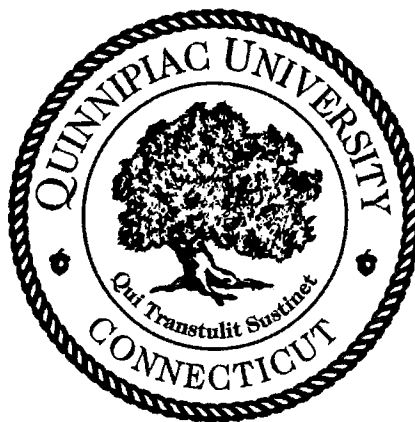

Print Name

7-9-10
Date

Please forward a signed copy to the Director of Athletics & Recreation

Exhibit D

QUINNIPIAC UNIVERSITY



Policy Manual

Effective October 1, 2014

2.8 Workplace Violence

Effective Date: *October 1, 2014*

Supersedes: *N/A*

Page 1 of 1

The University maintains a zero tolerance standard for workplace violence. Violent behavior of any kind or threats of violent behavior, are prohibited on University campuses or properties, on University business, and at University sponsored events. An employee who exhibits violent behavior shall be disciplined up to and including termination and subject to criminal prosecution. The department of public safety will investigate all complaints of workplace violence. Retaliation against any person who makes a complaint of workplace violence is prohibited.

Prohibited behavior:

Violence in the workplace may include, but is not limited to the following list of prohibited behaviors directed at or by a co-worker, supervisor or member of the public:

- Stabbings, shootings, rapes, beatings
- Attempting to cause physical harm
- Striking, pushing and other aggressive physical acts against another person
- Threats
- Bullying
- Stalking
- Possession of weapons of any kind
- Physical restraint, confinement
- Dangerous or threatening horseplay
- Reckless or intentional disregard for the safety or well-being of others
- Commission of a violent felony on University property
- Harassment of any nature
- Obscene telephone calls
- Swearing or shouting at another person

Reporting acts or threats of violence:

An employee who is the victim of workplace violence or who witnesses workplace violence should report it to the department of public safety immediately.

Searches:

The University reserves the right, at any time and without notice at its discretion, to search all University-owned or leased vehicles and all vehicles, packages, containers, briefcases, purses, lockers, desks, enclosures, and persons entering or leaving its property, for the purpose of determining whether any weapon has been brought onto its property. Employees refuse to promptly permit a search under this policy will be subject to discipline up to and including a termination.

Exhibit E



2014-15 STAFF HANDBOOK

WWW.QUINNIPIACBOBCATS.COM

Coaches - Financial Aid/Scholarships

SPORT	2014-15 Actual	15-16	NCAA MAX EQV
Men's Basketball – Tier I	13.0	13.0	13
Men's Ice Hockey – Tier I	18.0	18.0	18
Men's Lacrosse – Tier I	12.6	12.6	12.6
Men's Soccer	9.0	9.0	9.9
Men's Baseball	10.5	10.5	11.7
Men's Cross-Country	2.0	2.0	5
Men's Tennis	2.0	2.0	4.5
Women's Acrobatics & Tumbling	9.0	6.0	12
Women's Basketball – Tier I	15.0	15.0	15
Women's Cross-Country	4.0	4.0	6
Women's Field Hockey – Tier I	12.0	12.0	12
Women's Golf	3.0	3.0	6
Women's Ice Hockey – Tier I	18.0	18.0	18
Women's Lacrosse – Tier I	12.0	12.0	12
Women's Rugby	9.0	9.0	12
Women's Soccer – Tier I	14.0	14.0	14
Women's Softball	9.0	9.0	12
Women's Tennis	5.0	5.0	8
Women's Track & Field (Indoor)	3.0	3.0	6
Women's Track & Field (Outdoor)	3.0	3.0	6
Women's Volleyball	7.0	8.0	12

All requests for scholarship increases should be made in writing to the Director of Athletics and Executive Vice President/Provost by November 1st

When the NCAA squad list is complete and all approved scholarships are not awarded, head coaches must report in writing as to why all the scholarship funds were not awarded

All initial and continuing scholarship grants are issued by the Director of Financial Aid. The Director of Athletics and the Associate Athletic Director will send to the Financial Aid office the names of those that we wish to receive financial aid.

Please note that NO student-athlete will receive any athletic aid unless they are in good academic standing with Quinnipiac University.

All scholarship commitments are to be approved by the Director of Athletics (in writing)

Coaches - Guidelines on Awarding of Athletic Aid/Scholarships

Head coaches of the university's NCAA-sponsored sports are required to provide aid recommendations to institutional designees to ensure their program's athletic scholarship budget is fully awarded to student-athletes each academic year. These recommendations are to be made prior to the first day of classes or first day of preseason practice; whichever comes first. Athletic aid, which becomes available after the first day of classes of the academic year, is required to be distributed to other student-athletes on the team at the first available opportunity in accordance with NCAA financial aid rules.

Head coaches are to communicate their athletic scholarship recommendations in writing to the Athletics Department's liaison to the university's financial aid office in accordance with the following deadlines.

Award recommendations for incoming student-athletes can be made beginning November 1 and must be completed by the first day of classes of the next academic year.

Coaches - Game Conduct

All staff are representatives of Quinnipiac University, the MAAC, ECAC Hockey, NCATA and NCWVRA and should conduct themselves in a professional and positive manner at all times.

If a coach is ejected from any game that coach must be removed from "site and sound" for the remainder of the game. "Site and Sound" policy is also applicable in cases where additional game suspensions are required. There is an understanding that the on-site administrator should notify the conference office and the institution(s) involved.

Coaches – MAAC Sportsmanship Statement

The NCAA and Metro Atlantic Athletic Conference promote good sportsmanship by student-athletes, coaches and spectators. We request your cooperation by supporting the participants and officials in a positive manner. Profanity, racial, sexist or abusive comments or intimidating actions directed at officials, student-athletes, coaches or team representatives will not be tolerated and are grounds for removal from the venue. The Metro Atlantic Athletic Conference thanks you for your cooperation and invite you to enjoy the game.

All coaches are expected to sign the MAAC sportsmanship form on an annual basis.

MAAC Sportsmanship form located at Link above and at the back of this handbook

Coaches - Athletic/Peer Student-Athlete Fraternization

Coaches and staff are expected to treat student-athletes with respect. Abusive conduct, whether physical or emotional, will not be tolerated.

Coaches - Athletic/Peer Student-Athlete Fraternization

At no time should coaches and staff (paid, GA, volunteer) behave inappropriately with student-athletes. This includes consumption of alcohol and use of drugs with student-athletes. This includes banquets and off-campus awards dinners, tailgates, and off-season gatherings.

All staff and coaches are prohibited from engaging in a romantic relationship with student-athletes.

It is the responsibility of the immediate supervisor of staff (Head Coaches) to inform their staff that this policy exists in and out of season. Any staff member violating this policy will be immediately terminated. It is very important supervisors (Head Coaches) inform all new, volunteer and graduate assistants of this policy.



Exhibit F

Student-Athletic End-of-Season Survey

Q1 In which sport have you participated in the 2009-2010 academic year?

Answered: 21 Skipped: 0

Answer Choices	Responses
Baseball	0.00% 0
Men's Basketball	0.00% 0
Men's Cross Country	0.00% 0
Men's Golf	0.00% 0
Men's Ice Hockey	0.00% 0
Men's Lacrosse	0.00% 0
Men's Soccer	0.00% 0
Men's Tennis	0.00% 0
Women's Basketball	0.00% 0
Women's Competitive Cheer	0.00% 0
Women's Cross Country	0.00% 0
Women's Field Hockey	0.00% 0
Women's Ice Hockey	100.00% 21
Women's Lacrosse	0.00% 0
Women's Soccer	0.00% 0
Women's Softball	0.00% 0
Women's Tennis	0.00% 0
Women's Track	0.00% 0
Women's Volleyball	0.00% 0
Total	21

Q2 What year of college are you currently in?

Answered: 21 Skipped: 0

Answer Choices	Responses
Freshmen	38.10% 8
Sophomore	28.57% 6
Junior	9.52% 2

Student-Athletic End-of-Season Survey

Senior	23.81%	5
Graduate School	0.00%	0
Total		21

Q3 Availability of weight room and staff.

Answered: 21 Skipped: 0

	Unsatisfactory	Below Expectations	Meets Expectations	Exceeds Expectations	Outstanding	Total	Weighted Average
(no label)	0.00% 0	0.00% 0	0.00% 0	28.57% 6	71.43% 15	21	4.71

Q4 Utilization of safe, effective and current training techniques.

Answered: 21 Skipped: 0

	Unsatisfactory	Below Expectations	Meets Expectations	Exceeds Expectations	Outstanding	Total	Weighted Average
(no label)	0.00% 0	0.00% 0	4.76% 1	19.05% 4	76.19% 16	21	4.71

Q5 Condition of facilities.

Answered: 21 Skipped: 0

	Unsatisfactory	Below Expectations	Meets Expectations	Exceeds Expectations	Outstanding	Total	Weighted Average
(no label)	0.00% 0	0.00% 0	0.00% 0	4.76% 1	95.24% 20	21	4.95

Q6 Instruction and supervision of student-athletes in weight room.

Answered: 21 Skipped: 0

	Unsatisfactory	Below Expectations	Meets Expectations	Exceeds Expectations	Outstanding	Total	Weighted Average
(no label)	0.00% 0	0.00% 0	0.00% 0	14.29% 3	85.71% 18	21	4.86

Q7 Development of off-season programs with clear individual goals.

Answered: 21 Skipped: 0

	Unsatisfactory	Below Expectations	Meets Expectations	Exceeds Expectations	Outstanding	Not applicable	Total	Weighted Average
(no label)	0.00% 0	0.00% 0	4.76% 1	38.10% 8	33.33% 7	23.81% 5	21	4.76

Student-Athletic End-of-Season Survey

Q8 Please share any thoughts, concerns and/or opinions you may have related to your experiences with the Athletics Department's strength and condition program.

Answered: 13 Skipped: 8

#	Responses	Date
1	The strength and condition program was great, it really helped me get stronger and it made me a better athlete.	3/17/2010 2:09 PM
2	B has been a great coach in the weight room. I have done things this year and the previous year that I have never done before. All of his lifts have a purpose to them so you are even more motivated to accomplish them. He has been a huge reason for our success this season. He is very flexible and accommodating to our schedules.	3/15/2010 4:56 PM
3	B is great. He has a very strong program for us and seems to understand our wants and needs perfectly. He is very flexible and is always willing to go above and beyond even if its not in teh weight room.	3/15/2010 3:55 PM
4	Coach B does a great job.	3/15/2010 3:55 PM
5	Perfectly designed to prepare for season and maintain condition throughout.	3/15/2010 3:54 PM
6	VERY GREAT ENVIRONMENT AND VERY HELPFUL.	3/15/2010 3:54 PM
7	Our strength and conditioning program is outstanding and our instructor phenomenal.	3/15/2010 3:54 PM
8	It was outstanding. The programs we were put on really helped me build as an athlete and Coach B was a great motivator and really pushed us to our limits to help us get to where we did.	3/15/2010 3:54 PM
9	Coach B is very knowledgeable and devoted to each athlete.	3/15/2010 3:54 PM
10	Coach B is great!	3/15/2010 3:54 PM
11	The coach(s) were excellent. Friend, supportive, and helpful. Was motivated to work hard and had knew what was being taught and done was worthwhile	3/15/2010 3:54 PM
12	It was a great program to be in and it allowed me to excel as an athlete.	3/15/2010 3:54 PM
13	The condition program was the best I ever had.	3/15/2010 3:54 PM

Q9 Availability of sports medicine facility.

Answered: 21 Skipped: 0

	Unsatisfactory	Below Expectations	Meets Expectations	Exceeds Expectations	Outstanding	Total	Weighted Average
(no label)	0.00% 0	0.00% 0	19.05% 4	38.10% 8	42.86% 9	21	4.24

Q10 Level of care recieved from institutional physicians and sports medicine staff.

Answered: 21 Skipped: 0

	Unsatisfactory	Below Expectations	Meets Expectations	Exceeds Expectations	Outstanding	Total	Weighted Average
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Student-Athletic End-of-Season Survey

(no label)	0.00% 0	0.00% 0	14.29% 3	33.33% 7	52.38% 11	21	4.38
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Q11 Level of coverage at in-season practices and competition.

Answered: 21 Skipped: 0

	Unsatisfactory	Below Expectations	Meets Expectations	Exceeds Expectations	Outstanding	Total	Weighted Average
(no label)	0.00% 0	0.00% 0	14.29% 3	38.10% 8	47.62% 10	21	4.33

Q12 Level of care received from sports medicine staff regarding athletically related issues.

Answered: 21 Skipped: 0

	Unsatisfactory	Below Expectations	Meets Expectations	Exceeds Expectations	Outstanding	Total	Weighted Average
(no label)	0.00% 0	0.00% 0	14.29% 3	23.81% 5	61.90% 13	21	4.48

Q13 Communication of available services to student athletes.

Answered: 21 Skipped: 0

	Unsatisfactory	Below Expectations	Meets Expectations	Exceeds Expectations	Outstanding	Total	Weighted Average
(no label)	0.00% 0	0.00% 0	9.52% 2	33.33% 7	57.14% 12	21	4.48

Q14 Please share any thoughts, concerns and/or opinions you may have related to your experiences with the Athletics Department's sports medicine/athletic training program.

Answered: 9 Skipped: 12

#	Responses	Date
1	They were always available and they took care of all of your issues with care. They were great!	3/17/2010 2:09 PM
2	Beth and Meg did an outstanding job accommodating the needs of the team. They were always there when we needed them as well as even when we didn't (in terms of prevention). They were easy to communicate with and did an excellent job making sure for a speedy and fast recovery if injured.	3/15/2010 4:56 PM
3	Beth and Meg were outstanding. They were there whenever we needed them as well as when we didn't need them. They were excellent when having to change around their schedules to accomodate ours. They were perfect!	3/15/2010 3:55 PM

Student-Athletic End-of-Season Survey

4	Sometimes the ATR gets a little crowded but overall it is a great facility	3/15/2010 3:55 PM
5	THEY WERE VERY HELPFUL WITH THE TAPING AND CONCERNED	3/15/2010 3:54 PM
6	Everyone was very helpful, not only the hockey trainers but the basketball trainers as well. When ever I needed help hooking up a machine for rehab and the hockey trainers were there, the basketball trainers were right there willing to help.	3/15/2010 3:54 PM
7	The trainers were very dilligent about their work and were always helpful and knew their stuff.	3/15/2010 3:54 PM
8	They were always there when we needed them.	3/15/2010 3:54 PM
9	Very good and friendly.	3/15/2010 3:54 PM

Q15 Conduct of program by individual coach fostered academic atmosphere.

Answered: 21 Skipped: 0

	Unsatisfactory	Below Expectations	Meets Expectations	Exceeds Expectations	Outstanding	Total	Weighted Average
(no label)	4.76% 1	4.76% 1	14.29% 3	52.38% 11	23.81% 5	21	3.86

Q16 Quality of information contained in student-athlete handbook.

Answered: 21 Skipped: 0

	Unsatisfactory	Below Expectations	Meets Expectations	Exceeds Expectations	Outstanding	Total	Weighted Average
(no label)	0.00% 0	0.00% 0	47.62% 10	19.05% 4	33.33% 7	21	3.86

Q17 Accessability of academic support staff for student-athletes.

Answered: 21 Skipped: 0

	Unsatisfactory	Below Expectations	Meets Expectations	Exceeds Expectations	Outstanding	Total	Weighted Average
(no label)	0.00% 0	0.00% 0	52.38% 11	28.57% 6	19.05% 4	21	3.67

Q18 Adequacy of power hours.

Answered: 21 Skipped: 0

	Unsatisfactory	Below Expectations	Meets Expectations	Exceeds Expectations	Outstanding	Total	Weighted Average
(no label)	0.00% 0	0.00% 0	66.67% 14	23.81% 5	9.52% 2	21	3.43

Q19 Level of support from academic services staff.

Student-Athletic End-of-Season Survey

Answered: 21 Skipped: 0

	Unsatisfactory	Below Expectations	Meets Expectations	Exceeds Expectations	Outstanding	Total	Weighted Average
(no label)	0.00% 0	0.00% 0	47.62% 10	28.57% 6	23.81% 5	21	3.76

Q20 Accuracy of information received from academic support staff.

Answered: 21 Skipped: 0

	Unsatisfactory	Below Expectations	Meets Expectations	Exceeds Expectations	Outstanding	Total	Weighted Average
(no label)	0.00% 0	0.00% 0	57.14% 12	33.33% 7	9.52% 2	21	3.52

Q21 Commitment of institution to minimize the number of classes missed for competition/travel during season.

Answered: 21 Skipped: 0

	Unsatisfactory	Below Expectations	Meets Expectations	Exceeds Expectations	Outstanding	Total	Weighted Average
(no label)	0.00% 0	4.76% 1	19.05% 4	52.38% 11	23.81% 5	21	3.95

Q22 Please share any thoughts, concerns and/or opinions you may have related to your experiences with the Athletics Department's and its academic environment.

Answered: 3 Skipped: 18

#	Responses	Date
1	The academic environment was very good, it sometimes would be hard to reach people about problems but other than that they were very helpful.	3/17/2010 2:09 PM
2	GREAT COLLEGE AND LEARNED ALOT	3/15/2010 3:54 PM
3	Academic staff was good but never went out of their way to help	3/15/2010 3:54 PM

Q23 Quality\Organization of Practice.

Answered: 21 Skipped: 0

	Unsatisfactory	Below Expectations	Meets Expectations	Exceeds Expectations	Outstanding	Total	Weighted Average
(no label)	4.76% 1	0.00% 0	14.29% 3	42.86% 9	38.10% 8	21	4.10

Student-Athletic End-of-Season Survey

Q24 Quality of personal experience with team transportation.

Answered: 21 Skipped: 0

	Unsatisfactory	Below Expectations	Meets Expectations	Exceeds Expectations	Outstanding	Total	Weighted Average
(no label)	0.00% 0	0.00% 0	33.33% 7	38.10% 8	28.57% 6	21	3.95

Q25 Level of coaches' support of personal development of student-athletes beyond athletics.

Answered: 21 Skipped: 0

	Unsatisfactory	Below Expectations	Meets Expectations	Exceeds Expectations	Outstanding	Total	Weighted Average
(no label)	9.52% 2	9.52% 2	33.33% 7	23.81% 5	23.81% 5	21	3.43

Q26 Level of commitment displayed by coaching staff to adhere to NCAA, conference and institutional rules.

Answered: 21 Skipped: 0

	Unsatisfactory	Below Expectations	Meets Expectations	Exceeds Expectations	Outstanding	Total	Weighted Average
(no label)	9.52% 2	14.29% 3	23.81% 5	23.81% 5	28.57% 6	21	3.48

Q27 Level of sport knowledge of head coach.

Answered: 21 Skipped: 0

	Unsatisfactory	Below Expectations	Meets Expectations	Exceeds Expectations	Outstanding	Total	Weighted Average
(no label)	9.52% 2	0.00% 0	9.52% 2	19.05% 4	61.90% 13	21	4.24

Q28 Level of sport knowledge of assistant coach(es).

Answered: 21 Skipped: 0

	Unsatisfactory	Below Expectations	Meets Expectations	Exceeds Expectations	Outstanding	Total	Weighted Average
(no label)	9.52% 2	0.00% 0	4.76% 1	38.10% 8	47.62% 10	21	4.14

Student-Athletic End-of-Season Survey

Q29 Please share any thoughts, concerns and/or opinions you may have related to your experiences with the Athletics Department's coaches in your sport.

Answered: 8 Skipped: 13

#	Responses	Date
1	They ran good practices and they know how to play the game well!	3/17/2010 2:09 PM
2	i did not have a good experience with the coaches here which is why i am transferring	3/15/2010 6:55 PM
3	I have no doubt that I have become a better player after playing for coach the past two seasons. The program that is put together by coach is demanding and is a huge mental drain for a senior.....let alone a freshmen. Obviously his tactics have brought upon some success for our team. However, this comes at the expense of emotional distress and verbal neglect. Consideration should be given to provide a more balanced atmosphere.	3/15/2010 4:56 PM
4	Learned a lot in terms of becoming a better hockey player. Improved a lot over the past couple years. However, the environment that we have to learn in is extremely intense and often can get the best of a lot of players. However, these experiences have made individuals stronger when we will eventually have to go into the working world.	3/15/2010 3:55 PM
5	KNOWS ALOT ABOUT THE SPORT AND GREAT DEVELOPMENT	3/15/2010 3:54 PM
6	Over these past 7 months I have learned so much from all three of the coaches, they are all extremely skilled at what they do and really helped me start to bring my game to the next level.	3/15/2010 3:54 PM
7	Could not ask for a better group of coaches	3/15/2010 3:54 PM
8	The coaches had little sense of the game and they tried to use tactics that were not useful for players.	3/15/2010 3:54 PM

Q30 Availability of athletic administrative staff for assistance.

Answered: 20 Skipped: 1

	Unsatisfactory	Below Expectations	Meets Expectations	Exceeds Expectations	Outstanding	Total	Weighted Average
(no label)	0.00% 0	0.00% 0	45.00% 9	40.00% 8	15.00% 3	20	3.70

Q31 Overall conduct of administrative staff regarding student-athletes.

Answered: 20 Skipped: 1

	Unsatisfactory	Below Expectations	Meets Expectations	Exceeds Expectations	Outstanding	Total	Weighted Average
(no label)	0.00% 0	0.00% 0	40.00% 8	40.00% 8	20.00% 4	20	3.80

Q32 Involvement of Institutional Student-Athlete Advisory Committee (SAAC) in institutional operations.

Answered: 20 Skipped: 1

Student-Athletic End-of-Season Survey

	Unsatisfactory	Below Expectations	Meets Expectations	Exceeds Expectations	Outstanding	Total	Weighted Average
(no label)	0.00% 0	0.00% 0	45.00% 9	35.00% 7	20.00% 4	20	3.75

Q33 Awareness of faculty athletics representative designee and his/her role in administration of athletics department.

Answered: 20 Skipped: 1

	Unsatisfactory	Below Expectations	Meets Expectations	Exceeds Expectations	Outstanding	Total	Weighted Average
(no label)	0.00% 0	0.00% 0	45.00% 9	35.00% 7	20.00% 4	20	3.75

Q34 Adequacy of home game management.

Answered: 20 Skipped: 1

	Prompt 1	Prompt 2	Prompt 3	Prompt 4	Total	Weighted Average
(no label)	0.00% 0	20.00% 4	30.00% 6	50.00% 10	20	3.30

Q35 Adequacy of Game/Practice Facilities.

Answered: 20 Skipped: 1

	Unsatisfactory	Below Expectations	Meets Expectations	Exceeds Expectations	Outstanding	Total	Weighted Average
(no label)	0.00% 0	0.00% 0	5.00% 1	10.00% 2	85.00% 17	20	4.80

Q36 Adequacy of Locker Rooms

Answered: 20 Skipped: 1

	Unsatisfactory	Below Expectations	Meets Expectations	Exceeds Expectations	Outstanding	Total	Weighted Average
(no label)	0.00% 0	0.00% 0	0.00% 0	10.00% 2	90.00% 18	20	4.90

Q37 Are you aware of any possible NCAA rules violation involving any student-athlete, coach, athletic department staff members (including administrators, secretaries, strength and conditioning coaches, sports information administrators)? Please indicate "no" or "yes." If yes, please provide your concern

Student-Athletic End-of-Season Survey

or an explanation.

Answered: 20 Skipped: 1

#	Responses	Date
1	No.	3/17/2010 2:09 PM
2	No.	3/15/2010 11:14 PM
3	no	3/15/2010 7:11 PM
4	yes , we would watch video on the way to games or after games	3/15/2010 6:55 PM
5	no	3/15/2010 4:56 PM
6	no	3/15/2010 3:55 PM
7	no	3/15/2010 3:54 PM
8	YES	3/15/2010 3:54 PM
9	no	3/15/2010 3:54 PM
10	No	3/15/2010 3:54 PM
11	no	3/15/2010 3:54 PM
12	No	3/15/2010 3:54 PM
13	no	3/15/2010 3:54 PM
14	No	3/15/2010 3:54 PM
15	No	3/15/2010 3:54 PM
16	no	3/15/2010 3:54 PM
17	no	3/15/2010 3:54 PM
18	Coach was a crazy man, in a less then positive way.	3/15/2010 3:54 PM
19	No	3/15/2010 3:54 PM
20	No	3/15/2010 3:54 PM

Q38 Do you wish to request an in-person meeting with a member of the institution's administrative staff?

Answered: 20 Skipped: 1

Answer Choices	Responses
Yes	0.00% 0
No	100.00% 20
Total	20

Q39 Please share any thoughts, concerns and/or opinions you may have related to your experiences with the Athletics Department's administrative services

Student-Athletic End-of-Season Survey
including facility and game management.

Answered: 4 Skipped: 17

#	Responses	Date
1	They were very supportive!	3/17/2010 2:09 PM
2	WELL ORGANIZED	3/15/2010 3:54 PM
3	A team psychologist would be recommended	3/15/2010 3:54 PM
4	I have had one of the best I have ever I had.	3/15/2010 3:54 PM

**Q40 Please share any thoughts, concerns
and/or opinions you may have related to
your athletic experience this past season as
a student-athlete.**

Answered: 6 Skipped: 15

#	Responses	Date
1	we had a great season!	3/17/2010 2:09 PM
2	Being a part of the rebuilding of a program has been an interesting experience. It is a daunting task to change the culture, quality, and reputation of a team. I was fortunate enough to have two great years with Coach Barrett who will always have a lasting effect on me because he was such a great man and cared a lot about his players. I am also lucky to have been a part of Ricks team for my last two years at Quinnipiac because I really improved as a hockey player and learned a lot from the different situations I was faced with. I understand that it is his job to win and to make our team the best it can be. However, the emotional drain that was put on us is something that I found to not be normal. I enjoyed my experience because of my teammates and they are what kept me motivated. The way coach goes about motivating us is completely irrational and unreasonable. There needs to be some way to create a more inviting and less intimidating atmosphere when going to the rink on a daily basis. These are just a couple things that I noticed as a player on the team.	3/15/2010 4:56 PM
3	Some teachers and deans of programs are not very accommodating to the fact that having classes right up until practice time is hard to get to practice on time and get the proper treatments.	3/15/2010 3:55 PM
4	GREAT EXPERIENCE	3/15/2010 3:54 PM
5	Every expectation I had was met or exceeded what I thought and I am thoroughly happy with how the year went.	3/15/2010 3:54 PM
6	It was a learning experience but it would have been better if it was a different coach	3/15/2010 3:54 PM

Exhibit G

Student-Athlete End-of-Season Survey 2012 -13 Women's Ice Hockey

Q1 In which sport have you participated in during the 2012-13 academic year?

Answered: 19 Skipped: 0

Answer Choices	Responses
Baseball	0.00% 0
Men's Basketball	0.00% 0
Men's Cross Country	0.00% 0
Men's Ice Hockey	0.00% 0
Men's Lacrosse	0.00% 0
Men's Soccer	0.00% 0
Men's Tennis	0.00% 0
Acrobatics & Tumbling	0.00% 0
Women's Basketball	0.00% 0
Women's Cross Country	0.00% 0
Women's Field Hockey	0.00% 0
Women's Golf	0.00% 0
Women's Ice Hockey	100.00% 19
Women's Lacrosse	0.00% 0
Women's Rugby	0.00% 0
Women's Soccer	0.00% 0
Women's Softball	0.00% 0
Women's Tennis	0.00% 0
Women's Track	0.00% 0
Women's Volleyball	0.00% 0
Total	19

Q2 What year of college are you currently in?

Answered: 19 Skipped: 0

Answer Choices	Responses
Freshmen	36.84% 7
Sophomore	21.05% 4
Junior	36.84% 7

Student-Athlete End-of-Season Survey 2012 -13 Women's Ice Hockey

Senior	5.26%	1
Fifth Year Undergraduate	0.00%	0
Graduate School	0.00%	0
Total		19

**Q3 Please share any thoughts, concerns,
and/or opinions you may have related to
your athletic experience this past season as
a student-athlete.**

Answered: 10 Skipped: 9

#	Responses	Date
1	Overall pretty good year.	4/30/2013 9:50 AM

Student-Athlete End-of-Season Survey 2012 -13 Women's Ice Hockey

2	<p>This year was not nearly as great as I expected it to be. The coaching staff wasn't what they appeared to be in my visits. They are the kind of coaches that make you feel like nothing is ever good enough. The language and use of words our head coach uses is inexcusable. He does not know how to talk to College women properly and has a tough time relating to us. You would think having a female assistant coach would even it out but that is not the case. Overall I find them unfair. They play favorites and rip out specific people. If certain players made the same mistakes I did, they would get away with it. They definitely did not make my freshman year as welcoming as I expected, which usually brought me to question whether I wanted to stay here. I came to college to become an individual and make my own decisions, but they make all drastic rules for us... which also come along with dramatic consequences. It is very overwhelming. I would say most of my stress in college comes from the coaches. I used to absolutely love going to the rink and playing but they made me want to be anywhere else but in the arena at times. They aren't too understanding about the players' point of views, and it requires arguments and fights to finally get them to see.... if we're lucky. Their technique to discipline players isn't effective. Yelling screaming, insulting, etc isn't the way to get a team to function. It's a good way to get the team to hate the staff in fact. They do have great knowledge of the game, but they do not know how to teach it properly. They understand that sometimes players just have bad days. They go on to say "you're not buying into the system or you're not trying hard enough... your taking the easy way out." They also NEVER get over things. They will remember every mistake you've made in your career and throw it in your face when they want to make a point. The way the coach does not make me want to try harder, it makes me want to disobey them intact because they are so rude about it. One thing I hate is when I have an injury and I tell one coach and they forget or they don't pass it on to the other coach... so if I'm struggling they ream me out and say I'm not trying or stay on my case ALL practice. They don't have sympathy. Unless you're "a certain player on the team" Then you can just get off the ice and skip practice. I can't even have normal conversation with my coaches. If I saw them outside the rink we would have nothing to talk about because I do not want to share any part of my life with them. It's sad to not have coaching staff that you like or can relate to or just have nice/good experiences with. We are the only team I know in the league who has a dry season. (No alcohol) the problem is.... he says if we need alcohol to have fun we should seek concealing... (Assuming we're alcoholics) While on away trips we see him at the hotel bars drinking beers. There is a player on our team he does not get playing time and games but is a huge help off the ice and in practices... but told her she's worthless and means nothing to the team. Little does he know effective she is to our teammates. When we had a team meeting to discuss an issue, he already has his mind made up and takes our words as nothing. When he got so mad and couldn't handle the situation like a real coach, he yelled at us and told us where to get our transfer papers. He was mad that we didn't perform well in games therefore he made freshman sophomores seniors living in housing run from Mount Carmel to York Hill and made the juniors run down the York HILL... wait for us and run up. When we got the rink we had to watch our entire game and having individual meetings with the coaches. We also had to skate, which resulted in an injury that kept our freshman out for a majority of the season. (Coaches didn't have the trainer at the rink) He doesn't invite the bus driver on away trips to sit with us at dinner. Meanwhile on the guys team, the bus driver hangs out with the guys in the hotel hot tubs. College hockey is supposed to be the time of our lives and all I can think about is how much fun other teams get to have while we're trapped in misery. Away trips suck because we arrive Thursday and we basically have curfew shortly after. We do not get to hangout much and have fun around the hotel or in the hot tubs. It makes us miserable. Breakfast before games is nowhere near satisfying. It is very limited and I feel like it does not give me the energy I need for to perform at this level. Coach manipulates us and tries to make us feel bad and says we should be so grateful. He blames us for snapping at his wife and kids at home. He has anger issues and cannot control his swearing. The conversations that the team has about him proves how awful he is. I find our male assistant coach completely useless. I cannot tell you one thing I have learned from him. It makes me sad that I won't get to experience a life long-lasting college experience because I strongly dislike my coaches. To be honest I wish they were not our coaches. We need better ones to keep this team positive and get them to the best they can be. Because they are not the right combination to do so. I will not defend them when recruits ask me what I think of my experience as a player under my coaches' authorities. I would tell them the brutal truth they deserve because I wish someone had done that for me.</p>	4/29/2013 8:10 PM
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Student-Athlete End-of-Season Survey 2012 -13 Women's Ice Hockey

3	<p>I think the team would have been a lot better off with a different head coach. Not only has he made my four years here miserable but he has said some of meanest things humanly possible to some of the members on the team. Not only does he break the rules but he tries to scare you into not telling on him or he won't play you. He pushed someone off of the bench once because she wasn't having her best game. He has thrown people's sticks across the room and grabbed us by our jerseys. We watch film on the bus rides home, we watch film on the day of games, and we practice way over our hours. He didn't show up to practice for a week straight and when he came back he was yelling the whole time. Now I don't mind the swears but not when they are directed at someone. He treated us like shit and he always tries to make us feel worthless. He even told a member of the team that she was in fact nothing to this team and that she was worthless. Community service is supposed to be optional. Well, this year he wanted a list of people who went and a number beside how many events we went to and he tallied them down. He has told us that Harvard will take all of our jobs and that we are nothing. He has brought his family up saying that we are making him yell at his wife and kids when he gets home. He told a girl on our team when she was ready to quit that if she goes home all she will be is a waitress and that she will have no life. He told her that her family can't provide for themselves how are they going to provide for her as well. Honestly he is just an asshole as a person and deserves no respect. Recruits don't want to come here because they know how big of a jerk he is. If I could have changed one thing in my 4 years here it would have been to say something sooner in hopes to have a new head coach. The freshman coming in deserve better. We were in a dry season all you (no alcohol). Now that isn't the problem. It is telling us that if we need alcohol to have fun we are alcoholics when he knows there is a player whose mom is an alcoholic, now that's a problem. Finally in spring the team is supposed to have fun but he still controls our lives and strikes the fear in the younger players telling them to fuck off and here are the transfer papers. That's not a real man to me. What kind of man sits there and yells at 17-24 year old girls like that? People are so scared to even talk to him because of how he acts. When there are team meals, not one person wants to sit with him, not even the equipment men. He also makes the bus driver sit at a table all by himself which is also so rude. They set rules for us but indeed do not follow them. For breakfast we get no fried food just eggs or oatmeal and no coffee. Our coach sits there with coffee and a plate of pancakes. (that's just rude). When we go out to hotels (and the dry season is still in effect) our coach goes and sits and drinks at the bar while we get ready for the game the night before. Although we might be winning games, it has nothing to do with him as a coach. So if you are worried about losing because we lose him. That won't be happening. But I would suggest that you do not let the married couple take over either. That also has caused drama when they aren't getting along that day or something they argue over drills and cut each other off. I suggest starting over fresh with 3 new coaches. This would do wonders for the team.</p>	4/29/2013 7:50 PM
4	my first year as a quinnipiac student athlete was great!	4/29/2013 3:06 PM
5	<p>I found this year to be rather frustrating for me. I love my team, love our off ice coach, along with the amazing facilities we have here. It would be hard for someone to complain about their experience here when they have been given so much! Beyond all of these amazing things, I have had one issue and that would be our head coach. He is the most negative person I have ever met in my life. Instead of encouraging us and helping us reach our goals, he breaks us down and destroys confidence in his players. Not having an official goalie coach is also hard because I am being coached by three people who have no idea what I am going through and have a hard time answering my questions. I will ask a question about which move/position would be better and the answer I get is "This is a conversation, I am not going to tell you what to do." I would like more feedback from an experienced coach who can answer my questions more thoroughly. I didn't come here without things I needed to improve on... This year after a 2-2 tie and following a Skate With The Bobcats (skating with our fans) I was in the locker room getting undressed when my coach yelled at me for smiling... we just got off the ice with a bunch of energetic happy kids, why wouldn't I be smiling? Beyond the coach, I am very thankful for all of the things I have been given here at Quinnipiac.</p>	4/29/2013 3:02 PM
6	I do not believe we had enough time to rest or heal the injuries as seen through the amount of surgeries that were needed this season. I believe the coaches methods of coaching are too old school, and its not working to our benefit, the atmosphere tended to be more negative than positive, and he coached us using fear.	4/29/2013 2:51 PM
7	It was great!	4/29/2013 2:49 PM
8	I find some of our coaches methods to be very "old school" (ie, bag-skating us) I don't think some of his methods help us get better, they do more harm than good.	4/29/2013 2:48 PM
9	It was a good experience. I had a injury and had very good care to get me back into the game.	4/29/2013 2:45 PM
10	I think Coach Seeley is a very educated man in the hockey sense and knows what he is talking about however, the way he speaks to a group of young girls is extreme. He swears a lot, which is fine but when he swears at the team and the swears are directed at the players it is not okay. Telling His players to "fuck off, you know where the transfer papers are" or "fuck all of you. How the fuck do you think you can show up like that? None of you are going to get jobs" is verbal abuse.	4/29/2013 2:42 PM

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Q4 Availability of weight room and staff.

Answered: 19 Skipped: 0

	Unsatisfactory	Below Expectations	Meets Expectations	Exceeds Expectations	Outstanding	Total	Weighted Average
(no label)	0.00% 0	0.00% 0	0.00% 0	15.79% 3	84.21% 16	19	4.84

Q5 Utilization of safe, effective and current training techniques.

Answered: 19 Skipped: 0

	Unsatisfactory	Below Expectations	Meets Expectations	Exceeds Expectations	Outstanding	Total	Weighted Average
(no label)	0.00% 0	0.00% 0	0.00% 0	15.79% 3	84.21% 16	19	4.84

Q6 Condition of facilities.

Answered: 19 Skipped: 0

	Unsatisfactory	Below Expectations	Meets Expectations	Exceeds Expectations	Outstanding	Total	Weighted Average
(no label)	0.00% 0	0.00% 0	0.00% 0	10.53% 2	89.47% 17	19	4.89

Q7 Instruction and supervision of student-athletes in weight room.

Answered: 19 Skipped: 0

	Unsatisfactory	Below Expectations	Meets Expectations	Exceeds Expectations	Outstanding	Total	Weighted Average
(no label)	0.00% 0	0.00% 0	0.00% 0	26.32% 5	73.68% 14	19	4.74

Q8 Development of off-season programs with clear individual goals.

Answered: 19 Skipped: 0

	Unsatisfactory	Below Expectations	Meets Expectations	Exceeds Expectations	Outstanding	Not applicable	Total	Weighted Average
(no label)	0.00% 0	0.00% 0	5.26% 1	15.79% 3	52.63% 10	26.32% 5	19	5.00

Q9 Please share any thoughts, concerns and/or opinions you may have related to your experiences with the Athletics

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Department's strength and conditioning program.

Answered: 11 Skipped: 8

#	Responses	Date
1	B is my favorite coach here. He cares so much about the players and actually shows it. He has some of the most inspiring and motivating things to say. He is incredibly organized and teaches us how to most effective. B has helped me out the most this season and I am very grateful to have him. He is upbeat and nice but has a good balance of strict within him.	4/29/2013 8:10 PM
2	Coach B is one of the smartest men i know. He is caring and always willing to help a teammate out. He is the perfect trainer	4/29/2013 7:50 PM
3	the weight room and trainers were incredible.	4/29/2013 3:06 PM
4	We have the best strength and conditioning coach. We are SO fortunate to have him.	4/29/2013 3:02 PM
5	Weight room staff was awesome, interns were great a help as well, loved it.	4/29/2013 2:51 PM
6	Amazing	4/29/2013 2:49 PM
7	Very good. I was able to work hard and be pushed to be my best.	4/29/2013 2:45 PM
8	Coach B is COMPLETELY dedicated to his job! Weight room at TD arena could be larger. Four teams in a small space....hectic!	4/29/2013 2:45 PM
9	Great time in there! Always pushes me to be better	4/29/2013 2:43 PM
10	Coach B is the best coach at this school and he is constantly helping out the athletes in life and in sports.	4/29/2013 2:42 PM
11	Coach B is great!	4/29/2013 2:36 PM

Q10 Availability of athletic training facilities.

Answered: 19 Skipped: 0

	Unsatisfactory	Below Expectations	Meets Expectations	Exceeds Expectations	Outstanding	Total	Weighted Average
(no label)	0.00% 0	0.00% 0	21.05% 4	36.84% 7	42.11% 8	19	4.21

Q11 Level of care recieved from institutional physicians and sports medicine staff.

Answered: 19 Skipped: 0

	Unsatisfactory	Below Expectations	Meets Expectations	Exceeds Expectations	Outstanding	Total	Weighted Average
(no label)	0.00% 0	15.79% 3	26.32% 5	26.32% 5	31.58% 6	19	3.74

Q12 Level of coverage at in-season practices and competition. [The time of the year that your team is in its championship season.]

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Answered: 19 Skipped: 0

	Unsatisfactory	Below Expectations	Meets Expectations	Exceeds Expectations	Outstanding	Total	Weighted Average
(no label)	0.00% 0	0.00% 0	36.84% 7	36.84% 7	26.32% 5	19	3.89

Q13 Level of coverage at out-of-season practices and competition? [The time of year that your team is not in its championship segment.]

Answered: 19 Skipped: 0

	Unsatisfactory	Below Expectations	Meets Expectations	Exceeds Expectations	Outstanding	Total	Weighted Average
(no label)	5.26% 1	15.79% 3	31.58% 6	21.05% 4	26.32% 5	19	3.47

Q14 Level of care received from sports medicine staff regarding athletically related issues.

Answered: 19 Skipped: 0

	Unsatisfactory	Below Expectations	Meets Expectations	Exceeds Expectations	Outstanding	Total	Weighted Average
(no label)	0.00% 0	10.53% 2	31.58% 6	36.84% 7	21.05% 4	19	3.68

Q15 Communication of available services to student athletes.

Answered: 19 Skipped: 0

	Unsatisfactory	Below Expectations	Meets Expectations	Exceeds Expectations	Outstanding	Total	Weighted Average
(no label)	0.00% 0	0.00% 0	42.11% 8	47.37% 9	10.53% 2	19	3.68

Q16 Please share any thoughts, concerns and/or opinions you may have related to your experiences with the Athletics Department's sports medicine/athletic training program.

Answered: 8 Skipped: 11

#	Responses	Date
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1	A lot of serious injuries happened this year, therefore they had to be taken care of all the time and their wasn't a lot of care left for the rest	4/29/2013 8:10 PM
2	Alot of injuries ocured this year so it was hard to make time in the room. Ive had a few injuries that havent fully been taken care of.	4/29/2013 7:50 PM
3	our athletic trainer really helped out our team.	4/29/2013 3:06 PM
4	None	4/29/2013 3:02 PM
5	Awesome.	4/29/2013 2:51 PM
6	I received a lot of help with my injury	4/29/2013 2:49 PM
7	Want to have a steady AT working with us. We've had a different one every year.	4/29/2013 2:43 PM
8	Our trainer, Joey Mudrad was awesome this year and really helped our players.	4/29/2013 2:42 PM

Q17 The operation of your team's program by the coaching staff fostered an academic atmosphere.

Answered: 19 Skipped: 0

	Unsatisfactory	Below Expectations	Meets Expectations	Exceeds Expectations	Outstanding	Total	Weighted Average
(no label)	0.00% 0	0.00% 0	73.68% 14	26.32% 5	0.00% 0	19	3.26

Q18 Quality of information contained in student-athlete handbook.

Answered: 19 Skipped: 0

	Unsatisfactory	Below Expectations	Meets Expectations	Exceeds Expectations	Outstanding	Total	Weighted Average
(no label)	0.00% 0	0.00% 0	57.89% 11	36.84% 7	5.26% 1	19	3.47

Q19 Accessability of academic support staff for student-athletes.

Answered: 19 Skipped: 0

	Unsatisfactory	Below Expectations	Meets Expectations	Exceeds Expectations	Outstanding	Total	Weighted Average
(no label)	0.00% 0	5.26% 1	52.63% 10	31.58% 6	10.53% 2	19	3.47

Q20 Adequacy of power hours.

Answered: 19 Skipped: 0

	Unsatisfactory	Below Expectations	Meets Expectations	Exceeds Expectations	Outstanding	Total	Weighted Average
(no label)	0.00% 0	0.00% 0	78.95% 15	15.79% 3	5.26% 1	19	3.26

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Q21 Level of support from academic services staff.

Answered: 19 Skipped: 0

	Unsatisfactory	Below Expectations	Meets Expectations	Exceeds Expectations	Outstanding	Total	Weighted Average
(no label)	5.26%	10.53%	57.89%	15.79%	10.53%	19	3.16
	1	2	11	3	2		

Q22 Accuracy of information received from academic support staff.

Answered: 19 Skipped: 0

	Unsatisfactory	Below Expectations	Meets Expectations	Exceeds Expectations	Outstanding	Total	Weighted Average
(no label)	0.00%	5.26%	63.16%	26.32%	5.26%	19	3.32
	0	1	12	5	1		

Q23 Commitment of institution to minimize the number of classes missed for competition and travel during season.

Answered: 19 Skipped: 0

	Unsatisfactory	Below Expectations	Meets Expectations	Exceeds Expectations	Outstanding	Total	Weighted Average
(no label)	0.00%	5.26%	57.89%	26.32%	10.53%	19	3.42
	0	1	11	5	2		

Q24 Please share any thoughts, concerns and/or opinions you may have related to your experiences with the Athletics Department's and its academic environment.

Answered: 9 Skipped: 10

#	Responses	Date
1	Choosing classes have been a huge problem. Having a time slot cut off for hockey has greatly limited the available classes. It would be a lot better if we could choose classes earlier. As for Lyneene, she doesn't answer emails and told several of us that she would enrol us into classes if we emailed her which ones we wanted but failed to do so. This resulted in one of the classes I was required to take to be completely full when I was choosing classes and created a huge problem that STILL hasn't been resolved.	4/30/2013 9:50 AM

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2	They expect everyone to be on time and show up everyday ready (this is understandable) But their lack of commitment to that rule is unfair. They are our academic advisers. therefore we have to come early before practice to meet with them, and sometimes they don't even show up. I have to text them and ask them where they are. They should have the curtesy to let me know, seeing as I have to leave extra early to shuttle all the way up to the rink, to find out they aren't there. Sometimes they aren't even in their office and I have to run around looking for them. Or they are incredibly behind with talking to another teammate and they make me wait there. For other academic issues, I got completely screwed over with selection and had to make numerous changes. I think we should get to register prior to other because we have a 2-5 pm gap where we can't have any classes. All of the other hours and good teachers pile up and we're very limited with choices.	4/29/2013 8:10 PM
3	all staff worked with me to keep up with classes that i missed for sporting events.	4/29/2013 3:06 PM
4	It is harder for us as student-athletes to be able to make a schedule that works with our sport. I would recommend allowing athletes to be able to choose their courses before hand.	4/29/2013 3:02 PM
5	I was asked if I needed help with regards to course registration, I replied yes with the concerns I had and what I needed help with which was course times and they conflicted with practice hours. Yet nothing was done about it.	4/29/2013 2:51 PM
6	Take good care of us	4/29/2013 2:49 PM
7	It was challenging to pick/get into classes because of our schedule. When it was time to pick our courses almost all of my choices were gone and i was forced to pick electives because all my required classes were already closed. I would suggest that athletes pick their courses before other students because we have certain hours blocked off during the day.	4/29/2013 2:48 PM
8	Teachers were always understanding of when I would miss class and would work with me to make sure that I could catch up.	4/29/2013 2:45 PM
9	I feel that with a good communication any issues between the sport related things and academics can be solved.	4/29/2013 2:43 PM

Q25 Quality\Organization of Practice.

Answered: 19 Skipped: 0

	Unsatisfactory	Below Expectations	Meets Expectations	Exceeds Expectations	Outstanding	Total	Weighted Average
(no label)	0.00% 0	5.26% 1	63.16% 12	21.05% 4	10.53% 2	19	3.37

Q26 Quality of personal experience with team transportation.

Answered: 19 Skipped: 0

	Unsatisfactory	Below Expectations	Meets Expectations	Exceeds Expectations	Outstanding	Total	Weighted Average
(no label)	0.00% 0	0.00% 0	63.16% 12	31.58% 6	5.26% 1	19	3.42

Q27 Level of coaches' support of personal development of student-athletes beyond athletics.

Answered: 19 Skipped: 0

	Unsatisfactory	Below Expectations	Meets Expectations	Exceeds Expectations	Outstanding	Total	Weighted Average
(no label)	10.53% 2	21.05% 4	42.11% 8	15.79% 3	10.53% 2	19	2.95

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**Q28 Level of committment displayed by
coaching staff to adhere to NCAA,
conference and institutional rules.**

Answered: 19 Skipped: 0

	Unsatisfactory	Below Expectations	Meets Expectations	Exceeds Expectations	Outstanding	Total	Weighted Average
(no label)	10.53% 2	26.32% 5	47.37% 9	10.53% 2	5.26% 1	19	2.74

**Q29 Level of sport knowledge of head
coach.**

Answered: 19 Skipped: 0

	Unsatisfactory	Below Expectations	Meets Expectations	Exceeds Expectations	Outstanding	Total	Weighted Average
(no label)	0.00% 0	5.26% 1	57.89% 11	15.79% 3	21.05% 4	19	3.53

**Q30 Level of sport knowledge of assistant
coach(es).**

Answered: 18 Skipped: 1

	Unsatisfactory	Below Expectations	Meets Expectations	Exceeds Expectations	Outstanding	Total	Weighted Average
(no label)	0.00% 0	0.00% 0	61.11% 11	27.78% 5	11.11% 2	18	3.50

**Q31 Availability of Athletics Department's
administrative staff for assistance.**

Answered: 18 Skipped: 1

	Unsatisfactory	Below Expectations	Meets Expectations	Exceeds Expectations	Outstanding	Total	Weighted Average
(no label)	0.00% 0	11.11% 2	44.44% 8	33.33% 6	11.11% 2	18	3.44

**Q32 Overall conduct of administrative staff
regarding student-athletes.**

Answered: 18 Skipped: 1

	Unsatisfactory	Below Expectations	Meets Expectations	Exceeds Expectations	Outstanding	Total	Weighted Average
(no label)	0.00% 0	5.56% 1	55.56% 10	27.78% 5	11.11% 2	18	3.44

Q33 Involvement of Quinnipiac's Student-

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**Athlete Advisory Committee (SAAC) in the
Athletic Department 's operations.**

Answered: 18 Skipped: 1

	Unsatisfactory	Below Expectations	Meets Expectations	Exceeds Expectations	Outstanding	Total	Weighted Average
(no label)	0.00% 0	11.11% 2	66.67% 12	11.11% 2	11.11% 2	18	3.22

**Q34 Awareness of the NCAA faculty
athletics representative his role in the
administration of athletics department.**

Answered: 18 Skipped: 1

	Unsatisfactory	Below Expectations	Meets Expectations	Exceeds Expectations	Outstanding	Total	Weighted Average
(no label)	0.00% 0	0.00% 0	77.78% 14	11.11% 2	11.11% 2	18	3.33

Q35 Adequacy of home game management.

Answered: 18 Skipped: 1

	Unsatisfactory	Below Expectations	Meets Expectations	Exceeds Expectations	Outstanding	Total	Weighted Average
(no label)	0.00% 0	0.00% 0	33.33% 6	44.44% 8	22.22% 4	18	3.89

Q36 Adequacy of Game/Practice Facilities.

Answered: 18 Skipped: 1

	Unsatisfactory	Below Expectations	Meets Expectations	Exceeds Expectations	Outstanding	Total	Weighted Average
(no label)	0.00% 0	0.00% 0	16.67% 3	38.89% 7	44.44% 8	18	4.28

Q37 Adequacy of Locker Rooms

Answered: 18 Skipped: 1

	Unsatisfactory	Below Expectations	Meets Expectations	Exceeds Expectations	Outstanding	Total	Weighted Average
(no label)	0.00% 0	0.00% 0	16.67% 3	16.67% 3	66.67% 12	18	4.50

**Q38 Are you aware of any possible NCAA
rules violation involving any student-
athlete, coach, athletic department staff
members (including administrators,**

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secretaries, strength and conditioning coaches, sports information administrators)? Please indicate "no" or "yes." If yes, please provide an explanation of the possible rules violation that the compliance office can address your concern.

Answered: 18 Skipped: 1

#	Responses	Date
1	No	5/1/2013 11:56 AM
2	yes - early morning practices that went unsupervised by medical staff which resulted in one of our teammates becoming injured and having to miss most of the season	4/30/2013 9:52 AM
3	Yes. I mentioned it in my experience on the previous page about the 5 am run and practice. He exceeds the required times were supposed to have and the team always complains about it.	4/29/2013 8:15 PM
4	yes, 5am practice without the coaches telling a trainer to be there. One of our girls went into the boards and smashed up her knee> she was out for a majority of the season. We watch video on the bus and before games. We practice sometimes certain people 4 times a day. skate 3 times and workout. thats definittly over our hours. The way players are treated is definittky a violation. Grabbing someones jersey, throwing a player off the bench. He spits off the bench over onto the ice but usually it just ends up on the back of a players legs or jerseys.	4/29/2013 7:59 PM
5	no	4/29/2013 3:11 PM
6	I know sometimes we would watch video when we probably shouldn't have.	4/29/2013 3:05 PM
7	Yes. Our coach made us run York Hill at 5:30am on a Monday morning which was followed by an intense video session and a morning skate which consisted of very intense skating drills in which one of our teammates got injured (torn MCL). No one from the medical staff was present at this early in the morning because they were not informed.	4/29/2013 2:56 PM
8	Our trainer was not on scene when an injury(mcl tear) occured during an intense 7am skate. Before that we ran from main campus all the way to york hill campus at 530.	4/29/2013 2:56 PM
9	Yes, I believe we went over our hours a few times this year. For a few weeks we would have 5 am runs, video and practice and then have practice again later that day while some special teams would also have extra practices on or before regular team practices. Also, I'm not sure if it is an NCAA rule but he not only swears but he swears directed at players on a few occasions throughout the year.	4/29/2013 2:47 PM
10	yes, exceeding the 20 hour weeks	4/29/2013 2:47 PM
11	NO	4/29/2013 2:47 PM
12	No	4/29/2013 2:46 PM
13	no	4/29/2013 2:46 PM
14	no	4/29/2013 2:45 PM
15	No	4/29/2013 2:44 PM
16	No	4/29/2013 2:42 PM
17	no	4/29/2013 2:41 PM
18	No	4/29/2013 2:37 PM

Q39 Do you wish to request an in-person meeting with a member of the institution's

Student-Athlete End-of-Season Survey 2012 -13 Women's Ice Hockey

administrative staff?

Answered: 18 Skipped: 1

Answer Choices	Responses
Yes	0.00% 0
No	100.00% 18
Total	18

Q40 Please share any thoughts, concerns and/or opinions you may have related to your experiences with the Athletics Department's administrative services including facility and game management.

Answered: 5 Skipped: 14

#	Responses	Date
1	The facility workers at the rink were amazing men. The ice was always perfect and the rink was beautiful	4/29/2013 7:59 PM
2	all staff made it so our team had everything prepared to accomodation us prior to the game	4/29/2013 3:11 PM
3	None	4/29/2013 3:05 PM
4	Like I said, Coach Seeley is knowledgable about the sport but the way he handles his athletes, swearing at them, threatening them, should be addressed. I don't think it is a problem yet, but it could get worse.	4/29/2013 2:47 PM
5	It's a great atmosphere competing up in TDB	4/29/2013 2:46 PM

Q41 Please share any additional comments you may have related to your athletics experience this year.

Answered: 8 Skipped: 11

#	Responses	Date
1	The team would do a lot better if they respected their coach. I know a lot of players negative feelings towards the coaches and many are too scared to stand up because he has is way of threatening our scholarships. I just hope these comments are taken seriously because it is out of hand.	4/29/2013 8:15 PM
2	These are female athletes that would love to play for a coach who they respected. Im sure the team would do alot better if they cared for the coach. Now i know alot of players might be scared to write things down but i hope this gets seriously looked at.	4/29/2013 7:59 PM
3	i cant wait for next season!	4/29/2013 3:11 PM
4	none	4/29/2013 3:05 PM
5	As mentioned earlier, I feel that our head coach's' methods of teaching are very outdated. I dont think his style works well with our team and it makes it hard for players to develop. He uses fear to try and make his point. People are afraid to make mistakes around him because we feel that we will be punished if we do so.	4/29/2013 2:56 PM
6	Coaching methods felt very outdated, and seemed to do more harm than good. We needed more time to rest and heal our injuries than what we were provided with, which ultimately led to many needed surgeries after and even during the hockey season.	4/29/2013 2:56 PM

Student-Athlete End-of-Season Survey 2012 -13 Women's Ice Hockey

7	I love being apart of a team at Quinnipiac and I'm so happy my scholarship allows me to be here, I just wish coach Seeley would watch what he says to girls.	4/29/2013 2:47 PM
8	Hope to get more fans through the next coming years	4/29/2013 2:46 PM

Exhibit H

Student-Athlete End-of-Season Survey 2013-2014 WIH

Q1 In which sport have you participated in during the 2013-14 academic year?

Answered: 24 Skipped: 0

Answer Choices	Responses
Baseball	0.00% 0
Men's Basketball	0.00% 0
Men's Cross Country	0.00% 0
Men's Ice Hockey	0.00% 0
Men's Lacrosse	0.00% 0
Men's Soccer	0.00% 0
Men's Tennis	0.00% 0
Acrobatics & Tumbling	0.00% 0
Women's Basketball	0.00% 0
Women's Cross Country	0.00% 0
Women's Field Hockey	0.00% 0
Women's Golf	0.00% 0
Women's Ice Hockey	100.00% 24
Women's Lacrosse	0.00% 0
Women's Rugby	0.00% 0
Women's Soccer	0.00% 0
Women's Softball	0.00% 0
Women's Tennis	0.00% 0
Women's Track	0.00% 0
Women's Volleyball	0.00% 0
Total	24

Q2 What year of college are you currently in?

Answered: 24 Skipped: 0

Answer Choices	Responses
Freshmen	29.17% 7
Sophomore	25.00% 6
Junior	20.83% 5

Student-Athlete End-of-Season Survey 2013-2014 WIH

Senior	25.00%	6
Fifth Year Undergraduate	0.00%	0
Graduate School	0.00%	0
Total		24

Q3 Please share any thoughts, concerns, and/or opinions you may have related to your athletic experience this past season as a student-athlete.

Answered: 12 Skipped: 12

#	Responses	Date
1	NA	4/21/2014 4:04 PM
2	N/A	4/17/2014 4:21 PM
3	We are very fortunate athletes. We have a wonderful facility, great faculty, and are receiving a great education.	4/17/2014 4:16 PM
4	I have enjoyed all four years of my time as a quinnipiac athlete and was treated by everyone with respect and given so much that many other teams do not receive. I am very thankful	4/17/2014 4:15 PM
5	it was great	4/17/2014 4:15 PM
6	It was great season	4/17/2014 4:15 PM
7	none	4/17/2014 4:13 PM
8	Great Year	4/17/2014 4:13 PM
9	Overall, a very positive and successful four years. Happy with my development and opportunities provided by Quinnipiac. Couldn't be happier.	4/17/2014 4:12 PM
10	This year of hockey was the best season I've had with a team both on and off the ice.	4/17/2014 9:27 AM
11	Best experience I could ask for as a freshman	4/17/2014 9:26 AM
12	None	4/15/2014 11:45 AM

Q4 Availability of weight room and staff.

Answered: 24 Skipped: 0

	Unsatisfactory	Below Expectations	Meets Expectations	Exceeds Expectations	Outstanding	Total	Weighted Average
(no label)	0.00% 0	0.00% 0	0.00% 0	20.83% 5	79.17% 19	24	4.79

Q5 Utilization of safe, effective and current training techniques.

Answered: 24 Skipped: 0

	Unsatisfactory	Below Expectations	Meets Expectations	Exceeds Expectations	Outstanding	Total	Weighted Average
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Student-Athlete End-of-Season Survey 2013-2014 WIH

(no label)	0.00% 0	0.00% 0	0.00% 0	25.00% 6	75.00% 18	24	4.75
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Q6 Condition of facilities.

Answered: 24 Skipped: 0

	Unsatisfactory	Below Expectations	Meets Expectations	Exceeds Expectations	Outstanding	Total	Weighted Average
(no label)	0.00% 0	0.00% 0	0.00% 0	12.50% 3	87.50% 21	24	4.88

Q7 Instruction and supervision of student-athletes in weight room.

Answered: 24 Skipped: 0

	Unsatisfactory	Below Expectations	Meets Expectations	Exceeds Expectations	Outstanding	Total	Weighted Average
(no label)	0.00% 0	0.00% 0	0.00% 0	12.50% 3	87.50% 21	24	4.88

Q8 Development of off-season programs with clear individual goals.

Answered: 24 Skipped: 0

	Unsatisfactory	Below Expectations	Meets Expectations	Exceeds Expectations	Outstanding	Not applicable	Total	Weighted Average
(no label)	0.00% 0	0.00% 0	0.00% 0	16.67% 4	70.83% 17	12.50% 3	24	4.96

Q9 Please share any thoughts, concerns and/or opinions you may have related to your experiences with the Athletics Department's strength and conditioning program.

Answered: 20 Skipped: 4

#	Responses	Date
1	Awesome	4/21/2014 4:04 PM
2	I think our strength and conditioning coach has a wonderful program and really wants the best for us. He is like a teacher, a parent and a motivational speaker all in one. He is so intelligent and amazing to listen to. He's my favorite coach.	4/17/2014 4:21 PM
3	Strength Coach is great.	4/17/2014 4:21 PM
4	We're treated so well. It couldn't be any better!	4/17/2014 4:17 PM
5	Coach B is awesome. He always knows the right program to run and how hard he should run it. He listens to the athletes if they need anything and when they need modifications of their workouts.	4/17/2014 4:17 PM

Student-Athlete End-of-Season Survey 2013-2014 WIH

6	Great!	4/17/2014 4:17 PM
7	Best in the nation.	4/17/2014 4:16 PM
8	Coach B, Amazing trainer and knows everything to help everyone gain strength and movative. He is a very well rounded person and represents Quinnipiac in a very positive way	4/17/2014 4:15 PM
9	No complaints whatsoever in this department. Training staff, facilities, and program are above exceptional.	4/17/2014 4:15 PM
10	None. Coach B is amazing	4/17/2014 4:15 PM
11	There is a lot to learn and improve on while in the weight room and there is always a positive environment.	4/17/2014 4:15 PM
12	its awesome and coach B does a fantastic job	4/17/2014 4:15 PM
13	Coach B is the best	4/17/2014 4:15 PM
14	Coach B is amazing, does a beyond excellent job and has not only made me a better athlete but a better person.	4/17/2014 4:14 PM
15	Coach B is the best. Always willing to help with extra stuff and really knows what he is doing. Open to talk about anything and really cares about his athletes.	4/17/2014 4:13 PM
16	Coach B from who runs the weight room up at the TD Bank centre is AMAZING. We are lucky to have him.	4/17/2014 4:13 PM
17	Great, Interns were also awesome!	4/17/2014 4:13 PM
18	Coach B is amazing, a great trainer and is always there for me on and off the ice.	4/17/2014 9:27 AM
19	Best strength and conditioning staff	4/17/2014 9:26 AM
20	Coach B is awesome! He provides us the most productive and safest techniques. Makes a huge difference in training.	4/15/2014 11:45 AM

Q10 Availability of athletic training facilities.

Answered: 24 Skipped: 0

	Unsatisfactory	Below Expectations	Meets Expectations	Exceeds Expectations	Outstanding	Total	Weighted Average
(no label)	0.00% 0	0.00% 0	8.33% 2	50.00% 12	41.67% 10	24	4.33

Q11 Level of care recieved from institutional physicians and sports medicine staff.

Answered: 24 Skipped: 0

	Unsatisfactory	Below Expectations	Meets Expectations	Exceeds Expectations	Outstanding	Total	Weighted Average
(no label)	0.00% 0	0.00% 0	4.17% 1	41.67% 10	54.17% 13	24	4.50

Q12 Level of coverage at in-season practices and competition. [The time of the year that your team is in its championship season.]

Answered: 24 Skipped: 0

Student-Athlete End-of-Season Survey 2013-2014 WIH

	Unsatisfactory	Below Expectations	Meets Expectations	Exceeds Expectations	Outstanding	Total	Weighted Average
(no label)	0.00% 0	0.00% 0	12.50% 3	41.67% 10	45.83% 11	24	4.33

Q13 Level of coverage at out-of-season practices and competition? [The time of year that your team is not in its championship segment.]

Answered: 24 Skipped: 0

	Unsatisfactory	Below Expectations	Meets Expectations	Exceeds Expectations	Outstanding	Total	Weighted Average
(no label)	0.00% 0	0.00% 0	12.50% 3	45.83% 11	41.67% 10	24	4.29

Q14 Level of care received from sports medicine staff regarding athletically related issues.

Answered: 24 Skipped: 0

	Unsatisfactory	Below Expectations	Meets Expectations	Exceeds Expectations	Outstanding	Total	Weighted Average
(no label)	0.00% 0	0.00% 0	12.50% 3	45.83% 11	41.67% 10	24	4.29

Q15 Communication of available services to student athletes.

Answered: 24 Skipped: 0

	Unsatisfactory	Below Expectations	Meets Expectations	Exceeds Expectations	Outstanding	Total	Weighted Average
(no label)	0.00% 0	0.00% 0	12.50% 3	54.17% 13	33.33% 8	24	4.21

Q16 Please share any thoughts, concerns and/or opinions you may have related to your experiences with the Athletics Department's sports medicine/athletic training program.

Answered: 12 Skipped: 12

#	Responses	Date
1	they were great	4/21/2014 4:04 PM
2	Bobby and Scott we're all very helpful and so willing to help. They helped my back get better and communicated very well. You could tell they really care about their players injuries and take it seriously. Unlike our coaches.	4/17/2014 4:21 PM

Student-Athlete End-of-Season Survey 2013-2014 WIH

3	Trainers and facilities were great.	4/17/2014 4:21 PM
4	The staff is so helpful and is very committed to keeping us healthy and happy.	4/17/2014 4:17 PM
5	The sports medicine athletic training program was outstanding. Everyone listened and knew what to do.	4/17/2014 4:17 PM
6	Great!	4/17/2014 4:17 PM
7	so great	4/17/2014 4:15 PM
8	Scott, the junior AT did a great job and really stepped up! Bobby wasn't always around before practice because his class schedule conflicted with our practice schedule at times but when he was here he was awesome!	4/17/2014 4:14 PM
9	Great job as always.	4/17/2014 4:13 PM
10	Great Job!	4/17/2014 4:13 PM
11	Our trainers are hands down outstanding	4/17/2014 9:27 AM
12	Bobby was extremely helpful. Would take care of any problems or concerns we had promptly. I never felt like wasn't getting the care or attention needed.	4/15/2014 11:45 AM

Q17 The operation of your team's program by the coaching staff fostered an academic atmosphere.

Answered: 24 Skipped: 0

	Unsatisfactory	Below Expectations	Meets Expectations	Exceeds Expectations	Outstanding	Total	Weighted Average
(no label)	0.00% 0	8.33% 2	25.00% 6	37.50% 9	29.17% 7	24	3.88

Q18 Quality of information contained in student-athlete handbook.

Answered: 24 Skipped: 0

	Unsatisfactory	Below Expectations	Meets Expectations	Exceeds Expectations	Outstanding	Total	Weighted Average
(no label)	0.00% 0	0.00% 0	33.33% 8	33.33% 8	33.33% 8	24	4.00

Q19 Accessibility of academic support staff for student-athletes.

Answered: 24 Skipped: 0

	Unsatisfactory	Below Expectations	Meets Expectations	Exceeds Expectations	Outstanding	Total	Weighted Average
(no label)	0.00% 0	8.33% 2	29.17% 7	29.17% 7	33.33% 8	24	3.88

Q20 Adequacy of power hours.

Answered: 24 Skipped: 0

	Unsatisfactory	Below Expectations	Meets Expectations	Exceeds Expectations	Outstanding	Total	Weighted Average
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Student-Athlete End-of-Season Survey 2013-2014 WIH

(no label)	0.00% 0	16.67% 4	37.50% 9	25.00% 6	20.83% 5	24	3.50
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Q21 Level of support from academic services staff.

Answered: 24 Skipped: 0

	Unsatisfactory	Below Expectations	Meets Expectations	Exceeds Expectations	Outstanding	Total	Weighted Average
(no label)	0.00% 0	12.50% 3	33.33% 8	29.17% 7	25.00% 6	24	3.67

Q22 Accuracy of information received from academic support staff.

Answered: 24 Skipped: 0

	Unsatisfactory	Below Expectations	Meets Expectations	Exceeds Expectations	Outstanding	Total	Weighted Average
(no label)	0.00% 0	12.50% 3	37.50% 9	29.17% 7	20.83% 5	24	3.58

Q23 Commitment of institution to minimize the number of classes missed for competition and travel during season.

Answered: 24 Skipped: 0

	Unsatisfactory	Below Expectations	Meets Expectations	Exceeds Expectations	Outstanding	Total	Weighted Average
(no label)	0.00% 0	4.17% 1	41.67% 10	33.33% 8	20.83% 5	24	3.71

Q24 Please share any thoughts, concerns and/or opinions you may have related to your experiences with the Athletics Department's and its academic environment.

Answered: 5 Skipped: 19

#	Responses	Date
1	NA	4/21/2014 4:04 PM
2	I think Lyneene, Tracy Flynn and everyone in that department is helpful with academics.	4/17/2014 4:21 PM
3	Power hours are a waste of time. Very difficult to get into class with our practice time. I feel we should be able to select classes first. If we do have an issue with classes, Lyneene Richardson is useless. She doesn't help at all.	4/17/2014 4:15 PM

Student-Athlete End-of-Season Survey 2013-2014 WIH

4	Most professors are understanding when we have to miss for a game, others aren't as accommodating but still are usually nice about it. Coaches did a really good job this year making sure we didn't miss much class for games.	4/17/2014 4:14 PM
5	It takes a while for the team supervisor and Lyneene to answer emails... of they even answer them at all. Have to go to the office o get anything done.	4/17/2014 4:13 PM

Q25 Quality\Organization of Practice.

Answered: 24 Skipped: 0

	Unsatisfactory	Below Expectations	Meets Expectations	Exceeds Expectations	Outstanding	Total	Weighted Average
(no label)	4.17% 1	0.00% 0	41.67% 10	41.67% 10	12.50% 3	24	3.58

Q26 Quality of personal experience with team transportation.

Answered: 24 Skipped: 0

	Unsatisfactory	Below Expectations	Meets Expectations	Exceeds Expectations	Outstanding	Total	Weighted Average
(no label)	0.00% 0	0.00% 0	29.17% 7	45.83% 11	25.00% 6	24	3.96

Q27 Level of coaches' support of personal development of student-athletes beyond athletics.

Answered: 24 Skipped: 0

	Unsatisfactory	Below Expectations	Meets Expectations	Exceeds Expectations	Outstanding	Total	Weighted Average
(no label)	8.33% 2	20.83% 5	29.17% 7	29.17% 7	12.50% 3	24	3.17

Q28 Level of committment displayed by coaching staff to adhere to NCAA, conference and institutional rules.

Answered: 24 Skipped: 0

	Unsatisfactory	Below Expectations	Meets Expectations	Exceeds Expectations	Outstanding	Total	Weighted Average
(no label)	4.17% 1	12.50% 3	54.17% 13	12.50% 3	16.67% 4	24	3.25

Q29 Level of sport knowledge of head coach.

Answered: 24 Skipped: 0

Student-Athlete End-of-Season Survey 2013-2014 WIH

	Unsatisfactory	Below Expectations	Meets Expectations	Exceeds Expectations	Outstanding	Total	Weighted Average
(no label)	0.00% 0	12.50% 3	37.50% 9	37.50% 9	12.50% 3	24	3.50

Q30 Level of sport knowledge of assistant coach(es).

Answered: 24 Skipped: 0

	Unsatisfactory	Below Expectations	Meets Expectations	Exceeds Expectations	Outstanding	Total	Weighted Average
(no label)	4.17% 1	0.00% 0	20.83% 5	45.83% 11	29.17% 7	24	3.96

Q31 Availability of Athletics Department's administrative staff for assistance.

Answered: 24 Skipped: 0

	Unsatisfactory	Below Expectations	Meets Expectations	Exceeds Expectations	Outstanding	Total	Weighted Average
(no label)	0.00% 0	4.17% 1	45.83% 11	29.17% 7	20.83% 5	24	3.67

Q32 Overall conduct of administrative staff regarding student-athletes.

Answered: 24 Skipped: 0

	Unsatisfactory	Below Expectations	Meets Expectations	Exceeds Expectations	Outstanding	Total	Weighted Average
(no label)	0.00% 0	4.17% 1	41.67% 10	33.33% 8	20.83% 5	24	3.71

Q33 Involvement of Quinnipiac's Student-Athlete Advisory Committee (SAAC) in the Athletic Department 's operations.

Answered: 24 Skipped: 0

	Unsatisfactory	Below Expectations	Meets Expectations	Exceeds Expectations	Outstanding	Total	Weighted Average
(no label)	0.00% 0	0.00% 0	45.83% 11	37.50% 9	16.67% 4	24	3.71

Q34 Awareness of the NCAA faculty athletics representative his role in the administration of athletics department.

Answered: 24 Skipped: 0

Student-Athlete End-of-Season Survey 2013-2014 WIH

	Unsatisfactory	Below Expectations	Meets Expectations	Exceeds Expectations	Outstanding	Total	Weighted Average
(no label)	0.00% 0	0.00% 0	41.67% 10	41.67% 10	16.67% 4	24	3.75

Q35 Adequacy of home game management.

Answered: 24 Skipped: 0

	Unsatisfactory	Below Expectations	Meets Expectations	Exceeds Expectations	Outstanding	Total	Weighted Average
(no label)	0.00% 0	0.00% 0	16.67% 4	33.33% 8	50.00% 12	24	4.33

Q36 Adequacy of Game/Practice Facilities.

Answered: 24 Skipped: 0

	Unsatisfactory	Below Expectations	Meets Expectations	Exceeds Expectations	Outstanding	Total	Weighted Average
(no label)	0.00% 0	0.00% 0	8.33% 2	29.17% 7	62.50% 15	24	4.54

Q37 Adequacy of Locker Rooms

Answered: 24 Skipped: 0

	Unsatisfactory	Below Expectations	Meets Expectations	Exceeds Expectations	Outstanding	Total	Weighted Average
(no label)	0.00% 0	0.00% 0	4.17% 1	25.00% 6	70.83% 17	24	4.67

Q38 Are you aware of any possible NCAA rules violation involving any student-athlete, coach, athletic department staff members (including administrators, secretaries, strength and conditioning coaches, sports information administrators)? Please indicate "no" or "yes." If yes, please provide an explanation of the possible rules violation that the compliance office can address your concern.

Answered: 24 Skipped: 0

#	Responses	Date
1	not sure	4/21/2014 4:05 PM
2	no	4/17/2014 4:28 PM

Student-Athlete End-of-Season Survey 2013-2014 WIH

3	Just some anger issues. Probably shouldn't aim a snapshot at a player that did something wrong in practice.	4/17/2014 4:23 PM
4	no	4/17/2014 4:21 PM
5	no	4/17/2014 4:19 PM
6	no	4/17/2014 4:19 PM
7	Coach Seeley took a slap shot at a player's head during practice one day out of frustration and it literally just missed her head because she ducked out of the way.	4/17/2014 4:18 PM
8	no	4/17/2014 4:18 PM
9	Last year we went over our allotted time on several occasions but this year was better.	4/17/2014 4:17 PM
10	no	4/17/2014 4:17 PM
11	No.	4/17/2014 4:17 PM
12	no	4/17/2014 4:17 PM
13	N/A	4/17/2014 4:16 PM
14	no	4/17/2014 4:16 PM
15	no	4/17/2014 4:15 PM
16	no	4/17/2014 4:15 PM
17	No	4/17/2014 4:14 PM
18	no	4/17/2014 4:14 PM
19	No	4/17/2014 4:14 PM
20	No	4/17/2014 4:13 PM
21	No	4/17/2014 9:28 AM
22	no	4/17/2014 9:28 AM
23	No	4/17/2014 9:26 AM
24	no	4/15/2014 11:46 AM

Q39 Do you wish to request an in-person meeting with a member of the institution's administrative staff?

Answered: 24 Skipped: 0

Answer Choices	Responses
Yes	0.00% 0
No	100.00% 24
Total	24

Q40 Please share any thoughts, concerns and/or opinions you may have related to your experiences with the Athletics Department's administrative services including facility and game management.

Answered: 3 Skipped: 21

Student-Athlete End-of-Season Survey 2013-2014 WIH

#	Responses	Date
1	I think Coach Seeley is a wonderful coach who knows what he is talking about BUT doesn't always approach things the right way, like swearing at his players. Most of the players can take it while others it is inappropriate. He is a great coach but has an extreme temper.	4/17/2014 4:17 PM
2	its amazing, exceeds expectations	4/17/2014 4:17 PM
3	Good job! Another year well done.	4/17/2014 4:15 PM

Q41 Please share any additional comments you may have related to your athletics experience this year.

Answered: 6 Skipped: 18

#	Responses	Date
1	I don't feel that the head coach is approachable and he sometimes personally attacks individuals. He coaches with fear instead of reward. Cass Turner is a fantastic coach.	4/17/2014 4:28 PM
2	Sometimes our head coach personally attacks people, and takes his comments outside the realm of hockey and things having to do with hockey. He definitely knows what he is talking about and wants to win but sometimes I think he may let his emotions get the best of him	4/17/2014 4:21 PM
3	Coach Seeley uses outdated methods to motivate team. Uses fear to motivate people and it DOESNT work.	4/17/2014 4:18 PM
4	Athletic experience so far for Quinnipiac has been amazing and I'm so glad I'm here.	4/17/2014 4:17 PM
5	Wish there was more positivity coming from coaches.	4/17/2014 4:17 PM
6	Best year of hockey so far in my life	4/17/2014 9:28 AM

Exhibit I

Student-Athlete End-of-Season Survey 2014-15 Women's Ice Hockey Team

Q1 In which sport have you participated in during the 2014-15 academic year?

Answered: 23 Skipped: 0

Answer Choices	Responses	
Baseball	0.00%	0
Men's Basketball	0.00%	0
Men's Cross Country	0.00%	0
Men's Ice Hockey	0.00%	0
Men's Lacrosse	0.00%	0
Men's Soccer	0.00%	0
Men's Tennis	0.00%	0
Acrobatics & Tumbling	0.00%	0
Women's Basketball	0.00%	0
Women's Cross Country	0.00%	0
Women's Field Hockey	0.00%	0
Women's Golf	0.00%	0
Women's Ice Hockey	100.00%	23
Women's Lacrosse	0.00%	0
Women's Rugby	0.00%	0
Women's Soccer	0.00%	0
Women's Softball	0.00%	0
Women's Tennis	0.00%	0
Women's Track	0.00%	0
Women's Volleyball	0.00%	0
Total		23

Q2 What year of college are you currently in?

Answered: 23 Skipped: 0

Answer Choices	Responses	
Freshmen	30.43%	7
Sophomore	30.43%	7
Junior	21.74%	5

Student-Athlete End-of-Season Survey 2014-15 Women's Ice Hockey Team

Senior	17.39%	4
Fifth Year Undergraduate	0.00%	0
Graduate School	0.00%	0
Total		23

Q3 Please share any thoughts, concerns, and/or opinions you may have related to your athletic experience this past season as a student-athlete.

Answered: 20 Skipped: 3

#	Responses	Date
1	Coaching	3/29/2015 12:53 PM
2	No comment.	3/27/2015 4:56 PM
3	I feel the choice of language he uses is completely over the top at moments and very frightening to be around. When we are faced with diversity the post period talks are nothing but negative, which doesn't motivate many players at all. This attitude from the coaches doesn't just happen behind closed doors either, it happens on the bench too. If a player makes a bad play or changes at the wrong time you can almost guarantee they will be punished by either get screamed at or with the occasion of physical abuse (grabbing players by jerseys). Usually coaches want to encourage players and motivate them to have a better shift and keep working but they just remain negative and crush your confidence. In practice the negativity continues and only gets worse. If you mess up or don't do a drill exactly how explained you will within seconds be yelled at. "If you don't know, get off the fucking ice" the negativity never ends. The coaches also pick favorites (the players they don't yell and scream at even if they do the same exact drill wrong as other players on the team). There have also been times where players have been yelled at in front of the whole team for even just smiling at times they don't feel is "right". If you are having a off day they will do nothing but make it known and worse for you. They will pick out every little flaw and pick apart.	3/27/2015 3:07 PM

Student-Athlete End-of-Season Survey 2014-15 Women's Ice Hockey Team

4

Personally this is the worst experience I have had with a set of coaching staff since the day I started playing hockey. Cass was the best coach out of the three, I feel she was more knowledgeable and cared about our personal being as athletes and individuals. I had a really hard time being a goalie and not having a goalie coach. To come from a NHL alumni being my goalie coach, to having Paul who has never played hockey, and was a soccer goalie. Any piece of advice he tried to give me either made no sense or was not true. I understand different "goalie" coaches have different ways of teaching, but I don't understand how someone who was a goalie in a sport other than hockey can try to be a goalie coach for hockey. I felt like the our team should have extra money in our budget to work with a real goalie coach like the boys. As a goalie I don't believe Paul meets the criteria to be a goalie coach. Our head coach Rick Seeley I was also very disappointed with his performance as a head coach. Some of the things he did were inappropriate and disrespectful. These incidents include: our team playing music (a rap song) in the locker room before practice and Rick came in saying "should I get the razor blades." That was extremely inappropriate and there was no need for him to make such a comment like that regarding the music being played before taking the ice. Another incident was about one of my fellow teammates has a phobia and doesn't eat anything green. (salad, green M&M's etc.) The coaching staff told her that she would play more if she ate green things. It's not like she doesn't get her green nutrients because she does take vitamins to get the things she is missing. This is completely ridiculous, and her playing ability should decipher if she plays or not, not whether she eats green things or not. Before Christmas break she did not play well, and after she took a bite of broccoli against her will, she began to play in every game after that. The biggest incident that pushed me over the edge was during our last game of the season at Harvard University. Rick physically went at one of my fellow teammates yelling/ swearing at her, and pulling her face mask. It got so physical that Paul pulled Rick off our teammate and pushed him away. Rick then pushed Paul away and said "Don't ever fucking touch me again Paul, NO don't ever do that again." I don't play and open the door so I had a front row seat to this incident. I have also talked to many other parents and they took witness to it also. One of the Harvard players said they saw it on their film of that game. I have never been a part of a team with a brutal head coach like Rick. He can show ways he wants to help, but for the most part he is the most negative, disrespectful, and Inconsiderate coach I have ever had. I am transferring, due to a financial issue, but one person I will not miss is Rick. I am glad he never has to coach me again to say the least. Another thing that is crucial to our performance is how many times we eat on the road. The amount of food we get is not adequate to how we are expected to perform. We only get 2 meals on the road a day. An NCAA rule that has been broken is the amount of time we spend at the rink. There was one day going into the tournament that we spent from 9am to 6pm watching video, working out, practicing, and meetings. Also one night after a road trip at 2am we were held at the rink after our first tie of the season.

3/27/2015 3:05 PM

5

Regarding registration for classes: It's really hard to register for classes when you have to compete against all other students at quinnipiac AND avoid taking classes during practice time. Also it is recommended to avoid all Friday classes, especially afternoon ones, because we'll miss a lot of those due to our Friday game schedule. If we could preregister it for classes it would take a lot of weight off of our shoulders. In addition, because of budget issues a lot of classes have been cut and it's even harder to find and register for the ones I need to graduate. This semester I had to sign up for a class that has nothing to do with my major and does not fill any electives just so I could have at least 12 credits to be eligible to play. I had managed to sign up for 2 other classes and they both were dropped from my schedule due to not enough people signing up. This added extra stress, on top of the busy school and hockey schedule that I already had. As for the athlete part of this survey, I believe that the coaches made more of an effort to listen to the team. Coach Seeley has improved from previous year, but still has moments where he loses control. For instance, during a game against Harvard this year, he grabbed one of our players on the bench by the collar and started yelling at her. Coach Paul managed to calm him down and moved him away from the player, but the player was already moved to tears. Between periods she had to be reminded to breath and that everything was okay, that coach just got worked up and didn't mean it. I have also noticed that Coach Seeley and Paul tend to have favorites on the team. If two players make the same mistake, one will be reamed out and the other will be gently reminded of their mistake. Some of the freshmen who don't play as much are yelled at by Paul quite a bit. As for coach, he tends to favor the better players who score. During video review he'll yell at a player for not having her knees bent during a play (which didn't result in a goal against), yet when one player tips the puck into our net in the semifinal game of our conference playoffs, he says that he "doesn't blame her". This player was one of our top players, any other player would have been ripped at. In the end, it has been better than previous years but I hope that it continues to improve. Lastly, since I have been notified that the referees will be able to see this. Our away game against Dartmouth had BRUTAL referees. Just watch the game and you will see.

3/27/2015 3:03 PM

Student-Athlete End-of-Season Survey 2014-15 Women's Ice Hockey Team

6

I love the facilities provided by Quinnipiac and the support that we get as athletes. We are treated very well by the administration and by our professors. Unfortunately, I have very strong reservations when it comes to saying that I am happy with our head coach in particular. The assistant coaches, especially Cass, treat their players with respect. I know I can speak on behalf of almost all of the team when I say that they truly do have the best interest of each and every player at heart. Rick Seeley I cannot say the same for. In only 2 years I have seen and been the victim of verbal abuse and inappropriate comments, behavior, and language. I have also witnessed first hand physical abuse of players. For example, at the Harvard game, [redacted] talked back to him and he stepped forward, pulled her back by her collar, and was screaming at her in her face. Paul then had to nudge Coach off of [redacted]. This was not only extremely inappropriate but was also embarrassing for us as players, the coaching staff, and the program because I have heard from numerous parents and fans that they witnessed it and heard him curse at [redacted] and at Paul. Another time, [redacted] who is not on our team anymore, did a drill wrong, and he proceeded to shoot a puck at her head, just barely missing. He also has said some very inappropriate things. For example, he told [redacted] "Don't cut your wrists over this..." after yelling at her; he asked [redacted] if she was on her period because he didn't think she played that well and then proceeded to have a meeting with us saying that we can't play badly every 4 weeks because we have our periods; in a meeting, he told [redacted] "I will fuck you," called her stupid not as a player but as a person, and told her to "grow a pair" when he made her cry; he has said fuck you to his players on multiple occasions, and much more. His motivation style is by threatening and punishment; he does not allow players to have opinions and does not respect his players' opinions. I am honestly scared to say anything that I believe because he yells at me before I even finish a sentence. I have lost playing time because I spoke my mind. He has asked inappropriate questions about my personal life. I also remember him telling us that he doesn't have to cater his coaching to each of us, but I heard on an interview with an NHL coach that they adjust their coaching style to each player. This being said, he does play favorites and does not treat each player the same. He also takes all creativity away from his players and does not allow anything that he doesn't want in the locker room or on the ice. Every time we are winning things are not as bad, but as soon as a loss comes, it is the end of the world. We also were at the rink from 9 am to 6 pm the Monday before the NCAA Tournament game, and this is typical during breaks. Video can sometimes last up to 4 hours because we have watched a full game and then some, and then he has a meeting afterward. Overall, he verbally and sometimes physically abuses his players, he does not treat us with respect, he scares his players into not having an opinion, he has degraded and undermined his players on too many occasions to be even somewhat acceptable, he thinks he is above rules and has more authority than he does, and I really believe that he and his ego are a hindrance to the program's future success.

3/27/2015 3:01 PM

7

Our head coach said "fuck you guys" after we lost against St. Lawrence on behalf of Jack and himself because of how we played. He implied on three different occasions for players not to slit their wrists but maybe they should reconsider (we have girls on the team whose sister do cut themselves and we do a suicide game). He has said many times to play like your family was in a house that was burning. He shot a puck at a player's head during practice out of frustration. He grabbed a player this year during final game and shook her violently and used very explicit language. She told me she was extremely scared and that her parents were really upset because they saw it happen. He personally told me "I will fuck you." We've had many illegal practices, video sessions, and talks after and before practices. Had a 9 hour day of practice going into NCAA game on Monday. He has physically grabbed three other players from previous years and thrown them off the bench. Told a player she would never get a recommendation letter from anyone but him. Said that when we lose we take food from his children's plates so fuck you. Thought the world was going to end two seasons ago and said he didn't care how the season turned out. Said there is no such thing as faith. A few people have gone to counselors. Said he was appalled that someone would go home to a family funeral more than once. After we lost against Harvard this year he said he never believed that we belonged in the top four let alone that game. Referred to the team as inmates. We had a "team bonding" at the cheshire prison. Has told a previous teammate after she was going to quit that she would "be a waitress like your mother for the rest of your life and your parents are poor and can't even afford to pay for themselves how will they take care of you." He just very verbally abusive and has grabbed people on more than one occasion. I'm sad that this is not the first time hearing about it and he continues to be able to berate girls like this. If need be I will take the steps to see that this man not be involved anyone. No one should ever treat anyone that way that he has and continues to do.

3/27/2015 2:59 PM

8

I have never been sworn at more in my life than this season when Coach Seeley would constantly degrade throughout the season. At the St. Lawrence game Seeley said "Fuck You" because we weren't playing well enough. Its one thing to get yelled at, but for a man to say "Fuck you" to a younger woman is appalling. I can't honestly count the number of times Seeley has said the f word to us, and quite honestly his words have a lasting impact on us. At the Harvard game at the end of the season in a game Seeley got angry at [redacted] for a play she had just made and when he didn't like her response to what he had just said to her he grabbed her upper body and spun her head around and continued to scream and say "Fuck You" in her face. Not only did we all see the incident but my parents, other parents, parents on the other team, and players on the other team saw this incident and was horrified. This reflects poorly on this program that has come so far over the years. My parents were truly concerned for my well being after they saw Seeley grab and scream at my teammate.

3/27/2015 2:53 PM

Student-Athlete End-of-Season Survey 2014-15 Women's Ice Hockey Team

9	There was a situation during the first round of the NCAA's at Harvard where Coach Seeley got angry towards a teammate on the bench during the game, reached out for her shoulder and pulled back her jersey while he yelled at her. Coach Paul tried to stop coach Seeley from doing this by pushing coach Seeley away. While I would never justify this behavior, I understand that it was an intense moment and there are a lot of emotions during the game. However, for the reason that the game was being viewed by so many spectators at the arena, and on line, these actions were seen by my parents, friends, and even players on Harvard asked me if what they saw was true. It was embarrassing to see this behavior and upsetting that our program reflects this behavior. I also don't agree with the language that Coach Seeley uses. He often times uses the phrase "what are you gonna do? slit your wrists?" or "don't go slitting your wrists now" or even "should I hand out the razor blades?" I find this extremely offensive especially because there is a member on our team whose family member is dealing with depression and even thoughts of suicide. I find this completely inappropriate.	3/27/2015 2:50 PM
10	This past season was very dissapointing. The well being of players is not put first. There was more than one instance where Coach had made references to players regarding slitting their wrists. He has said "fuck you" to us several times and pulled people off of the bench by the collar of their jerseys. He said that he was appalled that I would want to go home for my grandmother's funeral and insisted that I leave right after to be back for the game. The analogies are innapropriate: play like your family is burning on fire/ backcheck like you are falling to your death. Said that we didn't belong in the top 4 teams of our conference.	3/27/2015 2:49 PM
11	There were points in the season that coaches made comments that were considered inappropriate. Comments directed towards players that made them uncomfortable. "I will f*uck you" it was something that effected players mentally and physically. Players were also grabbed out of anger.	3/27/2015 2:48 PM
12	Over the past two years, there has been some incidents on the team that I thought got out of hand. This year the team made it the NCAA national tournament, which was a very exciting time for the program as it was the first time in program history. During the game, a player came of the ice and our head coach grabbed her jersey and pulled her back to look at him and talk to him. I understand that it was in the heat of a game, and that emotions run high in that moment. However, it made myself and I know a lot of others uncomfortable, because there was aggression there. Paul stuck up for the player who was being confronted, resulting in Coach to yell at Paul. Cass was unaware of the situation from what I saw. I know that coaches are supposed to yell, and I genuinely believe that every player on this team can be coached, taught and yelled at. However, I sometimes think that his tone and behaviors are too extreme.	3/27/2015 2:48 PM
13	During our last game as a team, the NCAA quarter final game at Harvard University against Harvard University, there was an incident that occurred between a player on my team on the bench and the head coach. The coach was trying to have a firm conversation with the player about a previous play and, as he saw it, was not getting his point across to her enough so he decided to take the player by her jersey and chin strip of her helmet and continue to yell/scream at her loud enough for the whole bench to be distracted by the situation and also many spectators in the stands said they had heard/saw the situation occurring. For the coach to put his hands on another one of us made me feel very uncomfortable for her as well as it made the rest of the team feel uncomfortable and also, very distracted from what was the biggest game in the history of the program. As for the play she was getting yelled at for, right or wrong he has the right to address it, but as for the way he decided to go about this situation and put his hands on her has no justification. In private or publicly on the bench, I feel this is not the right way to approach this type of situation and fears me that it could have been any one of us he put his hands on.	3/27/2015 2:47 PM
14	Most of the time I am scared or don't want to go to the rink for practice because of Coach. I have never had these feelings before coming to Quinnipiac. I realize that the university level is more intense but I have played elite levels of hockey before coming here and never have I ever been scared to go to the rink.	3/27/2015 2:46 PM
15	After an away game this season, Coach Seeley came up to me on the bus and told me not to slit my wrists because I was upset about my performance. This made me feel uncomfortable because for 1. it was in front of my team so a lot of people heard it and I had to explain to others what he said, also because I was already very upset about the way I played and he made me feel embarrassed and awful about it. This happens a lot where he says things in the heat of the moment or even after the fact such as this instance, that hurt players feelings and makes them feel like they've done something horrible.. when in reality maybe they just made a mistake or didn't have their best game,	3/27/2015 2:46 PM
16	Never have been personally mistreated. Have seen other players mistreated before. Heard the issue at the Harvard game from excessive shouting but did not see it since I was on the ice and playing the game. The associate coaches I think do a great job in developing the program. Cass Turner has especially brought this program to new heights. I think that all of the coaches care about us all deeply but sometimes things do get out of hand and people's tempers triumph in certain situations.	3/27/2015 2:45 PM

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17	There were a couple times this year and in the past where I have felt uncomfortable with some of the actions that Coach Seeley has displayed. I witnessed him grab a player back by her jersey with a lot of force and use inappropriate words to yell at her. Our other coaches tried to jump in and support the teammate and help the situation, but Coach Seeley was not happy with that. I felt uncomfortable watching him grab a player with that much intensity and I'm sure the parents and kids behind our bench in the stands felt uncomfortable as well. I even talked to some Harvard players after and they were shocked to hear Coach Seeley yell that way that he did and display those actions. I have never personally felt mistreated by Coach Seeley, but I have heard and seen him mistreat other players very often. He has told a player to not look like she wants to slit her wrists, or "bring out the razor blades," when walking through the locker room. Last year, out of frustration, Coach Seeley took a slap shot at a player's head because she did the drill wrong. It didn't hit her, but it was scary to see him do something like that. Cass and Paul help us feel more comfortable and I feel very fortunate to have them on our coaching staff.	3/27/2015 2:45 PM
18	The strength and conditioning aspect of this program is outstanding. However, the head coach of this program is very disrespectful towards players. He does not value the opinions of players and demands too much out of us. As players, we often feel uncomfortable in the locker room from the comments he makes.	3/27/2015 2:45 PM
19	i have concern for peoples well beings	3/27/2015 2:43 PM
20	Coverage of women's sports can be a lot better. Especially with our record breaking season, the coverage from the school was limited, even for our first bid to the NCAA tournament. There wasn't the same kind of promotion as there was for the men's ice hockey team.	3/27/2015 2:39 PM

Q4 Availability of weight room and staff.

Answered: 23 Skipped: 0

	Unsatisfactory	Below Expectations	Meets Expectations	Exceeds Expectations	Outstanding	Total	Weighted Average
(no label)	0.00%	0.00%	4.35%	17.39%	78.26%	23	4.74
	0	0	1	4	18		

Q5 Utilization of safe, effective and current training techniques.

Answered: 23 Skipped: 0

	Unsatisfactory	Below Expectations	Meets Expectations	Exceeds Expectations	Outstanding	Total	Weighted Average
(no label)	0.00%	0.00%	0.00%	30.43%	69.57%	23	4.70
	0	0	0	7	16		

Q6 Condition of facilities.

Answered: 23 Skipped: 0

	Unsatisfactory	Below Expectations	Meets Expectations	Exceeds Expectations	Outstanding	Total	Weighted Average
(no label)	0.00%	0.00%	0.00%	4.35%	95.65%	23	4.96
	0	0	0	1	22		

Q7 Instruction and supervision of student-athletes in weight room.

Answered: 23 Skipped: 0

Student-Athlete End-of-Season Survey 2014-15 Women's Ice Hockey Team

	Unsatisfactory	Below Expectations	Meets Expectations	Exceeds Expectations	Outstanding	Total	Weighted Average
(no label)	0.00%	0.00%	0.00%	21.74%	78.26%	23	4.78
	0	0	0	5	18		

Q8 Development of off-season programs with clear individual goals.

Answered: 23 Skipped: 0

	Unsatisfactory	Below Expectations	Meets Expectations	Exceeds Expectations	Outstanding	Not applicable	Total	Weighted Average
(no label)	0.00%	0.00%	8.70%	17.39%	69.57%	4.35%	23	4.70
	0	0	2	4	16	1		

Q9 Please share any thoughts, concerns and/or opinions you may have related to your experiences with the Athletics Department's strength and conditioning program.

Answered: 19 Skipped: 4

#	Responses	Date
1	We have the best strength and conditioning coach in the nation. Hands down.	3/27/2015 4:56 PM
2	Coach B has been extremely helpful not only during the season but in the summer as well. He is always reliable and someone to talk to when you need help with just about anything. He is always motivating the team and myself. I honestly couldn't ask for a better trainer to have. In meetings I am questioned if I have family problems and other problems. They try to look into our lives and they don't have the right to.	3/27/2015 3:07 PM
3	Brijesh Patel is one of the best strength and conditioning coaches out there. He is AMAZING and we are lucky to have him.	3/27/2015 3:03 PM
4	It's amazing! I wouldn't have any other strength coach or facilities.	3/27/2015 3:01 PM
5	Strength and Conditioning exceeds expectations. Coach b is unreal and I think we have the best facilities to train and work with	3/27/2015 2:59 PM
6	Coach B is the best	3/27/2015 2:53 PM
7	Coach B is unbelievable.	3/27/2015 2:50 PM
8	B is awesome and very knowledgeable. A great mentor for health and life. Geniunely cares about you and wants you to succeed.	3/27/2015 2:49 PM
9	Coach B is always willing to go out of his way to help the development of his players both on and off the ice.	3/27/2015 2:48 PM
10	I think that our strength and conditioning program is one of the best, if not the best one in the entire country.	3/27/2015 2:48 PM
11	Coach B is a great coach.	3/27/2015 2:46 PM
12	Excellent. The strength and conditioning program is everything I could ask for, and Coach B has helped me reach all my goals in terms of strength and conditioning.	3/27/2015 2:46 PM
13	Coach B is great. The program wouldn't be where it is without him.	3/27/2015 2:45 PM

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14	Coach B motivates us to do our best every day and he has the best techniques I can think of for a strength and conditioning coach. Our favorite part of the day is always going to the weight room to work with Coach B because he knows exactly what to do in order to make us better and reach our full potential in the most effective way possible. Coach B is the best strength and conditioning coach I have ever worked with.	3/27/2015 2:45 PM
15	I'm very grateful for the facility we are able to play in and work out in. The strength and conditioning program is outstanding and I wouldn't change anything about it.	3/27/2015 2:45 PM
16	coach B is awesome!	3/27/2015 2:43 PM
17	Coach B is incredible. He is the only Coach, trust and feel comfortable around.	3/27/2015 2:42 PM
18	Coach B is amazing!! Best part of the program	3/27/2015 2:39 PM
19	Great!	3/27/2015 2:31 PM

Q10 Availability of athletic training facilities.

Answered: 23 Skipped: 0

	Unsatisfactory	Below Expectations	Meets Expectations	Exceeds Expectations	Outstanding	Total	Weighted Average
(no label)	0.00%	0.00%	13.04%	43.48%	43.48%	23	4.30
	0	0	3	10	10		

Q11 Level of care recieved from institutional physicians and sports medicine staff.

Answered: 23 Skipped: 0

	Unsatisfactory	Below Expectations	Meets Expectations	Exceeds Expectations	Outstanding	Total	Weighted Average
(no label)	0.00%	0.00%	13.04%	43.48%	43.48%	23	4.30
	0	0	3	10	10		

Q12 Level of coverage at in-season practices and competition. [The time of the year that your team is in its championship season.]

Answered: 23 Skipped: 0

	Unsatisfactory	Below Expectations	Meets Expectations	Exceeds Expectations	Outstanding	Total	Weighted Average
(no label)	0.00%	4.35%	26.09%	34.78%	34.78%	23	4.00
	0	1	6	8	8		

Q13 Level of coverage at out-of-season practices and competition? [The time of year that your team is not in its championship segment.]

Answered: 23 Skipped: 0

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	Unsatisfactory	Below Expectations	Meets Expectations	Exceeds Expectations	Outstanding	Total	Weighted Average
(no label)	0.00% 0	4.35% 1	30.43% 7	39.13% 9	26.09% 6	23	3.87

Q14 Level of care received from sports medicine staff regarding athletically related issues.

Answered: 23 Skipped: 0

	Unsatisfactory	Below Expectations	Meets Expectations	Exceeds Expectations	Outstanding	Total	Weighted Average
(no label)	0.00% 0	0.00% 0	13.04% 3	47.83% 11	39.13% 9	23	4.26

Q15 Communication of available services to student athletes.

Answered: 23 Skipped: 0

	Unsatisfactory	Below Expectations	Meets Expectations	Exceeds Expectations	Outstanding	Total	Weighted Average
(no label)	0.00% 0	4.35% 1	17.39% 4	60.87% 14	17.39% 4	23	3.91

Q16 Please share any thoughts, concerns and/or opinions you may have related to your experiences with the Athletics Department's sports medicine/athletic training program.

Answered: 10 Skipped: 13

#	Responses	Date
1	I thought both athletic trainers did a VERY good job this year. I was very satisfied.	3/27/2015 4:56 PM
2	Great year, my thanks to Meg Brunelle (and Zach) for taking care of our sick and injured!	3/27/2015 3:03 PM
3	Great trainers and staff that are always willing to help.	3/27/2015 3:01 PM
4	Great	3/27/2015 2:59 PM
5	Great attitude, but doesn't use enough pressure when exercising techniques.	3/27/2015 2:49 PM
6	I think that our trainers are amazing, and they did a great job taking care of injuries and problems this year.	3/27/2015 2:48 PM
7	Meg did a great job this season!	3/27/2015 2:46 PM
8	Great!	3/27/2015 2:46 PM
9	Great job to sport medicine this year.	3/27/2015 2:45 PM
10	Student Trainer was outstanding	3/27/2015 2:31 PM

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**Q17 The operation of your team's
program by the coaching staff fostered an
academic atmosphere.**

Answered: 23 Skipped: 0

	Unsatisfactory	Below Expectations	Meets Expectations	Exceeds Expectations	Outstanding	Total	Weighted Average
(no label)	8.70%	8.70%	56.52%	26.09%	0.00%	23	3.00
	2	2	13	6	0		

**Q18 Quality of information contained in
student-athlete handbook.**

Answered: 23 Skipped: 0

	Unsatisfactory	Below Expectations	Meets Expectations	Exceeds Expectations	Outstanding	Total	Weighted Average
(no label)	4.35%	0.00%	47.83%	39.13%	8.70%	23	3.48
	1	0	11	9	2		

**Q19 Accessibility of academic support
staff for student-athletes.**

Answered: 23 Skipped: 0

	Unsatisfactory	Below Expectations	Meets Expectations	Exceeds Expectations	Outstanding	Total	Weighted Average
(no label)	4.35%	4.35%	39.13%	47.83%	4.35%	23	3.43
	1	1	9	11	1		

Q20 Adequacy of power hours.

Answered: 23 Skipped: 0

	Unsatisfactory	Below Expectations	Meets Expectations	Exceeds Expectations	Outstanding	Total	Weighted Average
(no label)	8.70%	0.00%	56.52%	21.74%	13.04%	23	3.30
	2	0	13	5	3		

**Q21 Level of support from academic
services staff.**

Answered: 23 Skipped: 0

	Unsatisfactory	Below Expectations	Meets Expectations	Exceeds Expectations	Outstanding	Total	Weighted Average
(no label)	4.35%	4.35%	52.17%	34.78%	4.35%	23	3.30
	1	1	12	8	1		

**Q22 Accuracy of information received from
academic support staff.**

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Answered: 23 Skipped: 0

	Unsatisfactory	Below Expectations	Meets Expectations	Exceeds Expectations	Outstanding	Total	Weighted Average
(no label)	4.35%	4.35%	52.17%	34.78%	4.35%	23	3.30
	1	1	12	8	1		

Q23 Commitment of institution to minimize the number of classes missed for competition and travel during season.

Answered: 23 Skipped: 0

	Unsatisfactory	Below Expectations	Meets Expectations	Exceeds Expectations	Outstanding	Total	Weighted Average
(no label)	0.00%	4.35%	65.22%	21.74%	8.70%	23	3.35
	0	1	15	5	2		

Q24 Please share any thoughts, concerns and/or opinions you may have related to your experiences with the Athletics Department's and its academic environment.

Answered: 6 Skipped: 17

#	Responses	Date
1	I know it would seem unfair to non-athletic students, but I think it would be beneficial to have athletes register for classes before non-athletes only for the reason that there are more schedule conflicts.	3/27/2015 4:56 PM
2	Meals...When we are on the road we get feed 2 times a day which is not okay at all. We are division 1 players. Hours...The hours go over so much.	3/27/2015 3:07 PM
3	Very accommodating and supporting when it comes to juggling academics and athletics.	3/27/2015 3:01 PM
4	Some teachers are not very	3/27/2015 2:50 PM
5	I am a student whose GPA is not the highest on the team, and I receive great academic support to help me achieve my personal best.	3/27/2015 2:48 PM
6	Athletes should be able to pick our classes first	3/27/2015 2:39 PM

Q25 Quality\Organization of Practice.

Answered: 23 Skipped: 0

	Unsatisfactory	Below Expectations	Meets Expectations	Exceeds Expectations	Outstanding	Total	Weighted Average
(no label)	8.70%	21.74%	52.17%	17.39%	0.00%	23	2.78
	2	5	12	4	0		

Q26 Quality of personal experience with team transportation.

Student-Athlete End-of-Season Survey 2014-15 Women's Ice Hockey Team

Answered: 23 Skipped: 0

	Unsatisfactory	Below Expectations	Meets Expectations	Exceeds Expectations	Outstanding	Total	Weighted Average
(no label)	0.00%	17.39%	69.57%	13.04%	0.00%	23	2.96
	0	4	16	3	0		

Q27 Level of coaches' support of personal development of student-athletes beyond athletics.

Answered: 23 Skipped: 0

	Unsatisfactory	Below Expectations	Meets Expectations	Exceeds Expectations	Outstanding	Total	Weighted Average
(no label)	21.74%	30.43%	39.13%	8.70%	0.00%	23	2.35
	5	7	9	2	0		

Q28 Level of commitment displayed by coaching staff to adhere to NCAA, conference and institutional rules.

Answered: 23 Skipped: 0

	Unsatisfactory	Below Expectations	Meets Expectations	Exceeds Expectations	Outstanding	Total	Weighted Average
(no label)	21.74%	26.09%	52.17%	0.00%	0.00%	23	2.30
	5	6	12	0	0		

Q29 Level of sport knowledge of head coach.

Answered: 23 Skipped: 0

	Unsatisfactory	Below Expectations	Meets Expectations	Exceeds Expectations	Outstanding	Total	Weighted Average
(no label)	8.70%	21.74%	56.52%	13.04%	0.00%	23	2.74
	2	5	13	3	0		

Q30 Level of sport knowledge of assistant coach(es).

Answered: 22 Skipped: 1

	Unsatisfactory	Below Expectations	Meets Expectations	Exceeds Expectations	Outstanding	Total	Weighted Average
(no label)	0.00%	13.64%	22.73%	50.00%	13.64%	22	3.64
	0	3	5	11	3		

Q31 Availability of Athletics Department's administrative staff for assistance.

Student-Athlete End-of-Season Survey 2014-15 Women's Ice Hockey Team

Answered: 22 Skipped: 1

	Unsatisfactory	Below Expectations	Meets Expectations	Exceeds Expectations	Outstanding	Total	Weighted Average
(no label)	0.00%	0.00%	50.00%	36.36%	13.64%	22	3.64
	0	0	11	8	3		

Q32 Overall conduct of administrative staff regarding student-athletes.

Answered: 22 Skipped: 1

	Unsatisfactory	Below Expectations	Meets Expectations	Exceeds Expectations	Outstanding	Total	Weighted Average
(no label)	0.00%	0.00%	59.09%	31.82%	9.09%	22	3.50
	0	0	13	7	2		

Q33 Involvement of Quinnipiac's Student-Athlete Advisory Committee (SAAC) in the Athletic Department's operations.

Answered: 22 Skipped: 1

	Unsatisfactory	Below Expectations	Meets Expectations	Exceeds Expectations	Outstanding	Total	Weighted Average
(no label)	0.00%	18.18%	54.55%	18.18%	9.09%	22	3.18
	0	4	12	4	2		

Q34 Awareness of the NCAA faculty athletics representative his role in the administration of athletics department.

Answered: 22 Skipped: 1

	Unsatisfactory	Below Expectations	Meets Expectations	Exceeds Expectations	Outstanding	Total	Weighted Average
(no label)	0.00%	9.09%	54.55%	22.73%	13.64%	22	3.41
	0	2	12	5	3		

Q35 Adequacy of home game management.

Answered: 22 Skipped: 1

	Unsatisfactory	Below Expectations	Meets Expectations	Exceeds Expectations	Outstanding	Total	Weighted Average
(no label)	0.00%	0.00%	36.36%	50.00%	13.64%	22	3.77
	0	0	8	11	3		

Q36 Adequacy of Game/Practice Facilities.

Answered: 22 Skipped: 1

Student-Athlete End-of-Season Survey 2014-15 Women's Ice Hockey Team

	Unsatisfactory	Below Expectations	Meets Expectations	Exceeds Expectations	Outstanding	Total	Weighted Average
(no label)	0.00%	0.00%	13.64%	27.27%	59.09%	22	4.45
	0	0	3	6	13		

Q37 Adequacy of Locker Rooms

Answered: 22 Skipped: 1

	Unsatisfactory	Below Expectations	Meets Expectations	Exceeds Expectations	Outstanding	Total	Weighted Average
(no label)	0.00%	0.00%	9.09%	27.27%	63.64%	22	4.55
	0	0	2	6	14		

Q38 Are you aware of any possible NCAA rules violation involving any student-athlete, coach, athletic department staff members (including administrators, secretaries, strength and conditioning coaches, sports information administrators)? Please indicate "no" or "yes." If yes, please provide an explanation of the possible rules violation that the compliance office can address your concern.

Answered: 22 Skipped: 1

#	Responses	Date
1	Yes, No intervening with each other.	3/29/2015 12:59 PM
2	No.	3/27/2015 5:00 PM
3	yes	3/27/2015 3:08 PM
4	Yes, please see the first comment box on the first page.	3/27/2015 3:06 PM
5	yes. See other athlete forms	3/27/2015 3:05 PM
6	Our hours go over all the time	3/27/2015 3:04 PM
7	See question 3	3/27/2015 3:01 PM
8	Refer to Question 3	3/27/2015 2:59 PM
9	no	3/27/2015 2:53 PM
10	see question 3	3/27/2015 2:52 PM
11	no	3/27/2015 2:50 PM
12	Yes - Mistreating/disrespecting players	3/27/2015 2:49 PM
13	See question 3	3/27/2015 2:49 PM
14	Yes The first text box at the beginning of the survey regarding the head coach putting his hands on a player	3/27/2015 2:49 PM

Student-Athlete End-of-Season Survey 2014-15 Women's Ice Hockey Team

15	I am not too sure if this fits in this category, but the situation didn't seem right. I got hurt so i came off the bench and Taylor Cianfarano got off with me. Our players talked about how when we got off, Coach Paul was yelling at her for a bad change, and then Coach Rick came over too and grabbed her jersey to yell at her some more. Our teammates clearly think Coach Paul thought he was out of line because he even pushed Coach Rick back away from Taylor. He has always had a bad anger problem.	3/27/2015 2:49 PM
16	Yes. There were days and weeks that time exceeded the allotment of hours.	3/27/2015 2:48 PM
17	See other box	3/27/2015 2:48 PM
18	no	3/27/2015 2:48 PM
19	Coach Seeley grabbed a player by her jersey on the bench and violently pulled her back while yelling and swearing in her face. Last year, Coach Seeley attempted to hit a player in the head with a slap shot after she messed up the drill.	3/27/2015 2:47 PM
20	possibly going over hours in the week	3/27/2015 2:45 PM
21	No.	3/27/2015 2:41 PM
22	no	3/27/2015 2:32 PM

Q39 Do you wish to request an in-person meeting with a member of the institution's administrative staff?

Answered: 22 Skipped: 1

Answer Choices	Responses	
Yes	4.55%	1
No	95.45%	21
Total		22

Q40 Please share any thoughts, concerns and/or opinions you may have related to your experiences with the Athletics Department's administrative services including facility and game management.

Answered: 3 Skipped: 20

#	Responses	Date
1	None.	3/27/2015 5:00 PM
2	Everything seems great	3/27/2015 3:04 PM
3	We only received 2 meals a day when we had away games and we were extremely malnourished. I felt dizzy and did not have enough food on a game day. If we were caught going to a store or a small restaurant to get food we would get yelled at.	3/27/2015 2:59 PM

Q41 Please share any additional comments you may have related to your athletics experience this year.

Answered: 10 Skipped: 13

Student-Athlete End-of-Season Survey 2014-15 Women's Ice Hockey Team

#	Responses	Date
1	Coaching, I am not happy.	3/29/2015 12:59 PM
2	No comment.	3/27/2015 5:00 PM
3	Other than the head coach (see question 3), this year has continued to be a great addition to my experience here at QU.	3/27/2015 3:04 PM
4	I did not appreciate how many times Coach Seeley referenced killing myself or the team killing ourselves. Whatever the situation coach would find a way to say "go grab your razorblades" or "its nothing to slit your wrists over" many of us have friends who have suffered from mental health issues and this is not a topic to joke or use sarcasm towards.	3/27/2015 2:59 PM
5	I have witnessed my teammates being yelled at inappropriately by the Coach. He uses fear to motivate and doesn't know how to communicate with people. Cass Turner is a great coach and very knowledgeable, she also knows how to communicate with players effectively to get the most out of them without demeaning them.	3/27/2015 2:53 PM
6	see question 3	3/27/2015 2:52 PM
7	Overall my experience was good, however I felt like the coaching staff made my transition harder/uncomfortable.	3/27/2015 2:49 PM
8	I don't think our Two male coaches are helping this program.	3/27/2015 2:49 PM
9	I think that a lot of the success from this year came from the players and us coming together and working for each other.	3/27/2015 2:48 PM
10	i have concern for players mental well being due to the verbal harassment by the head coach, and also physical contact...we have experienced players being pulled by there jeresys	3/27/2015 2:45 PM

Exhibit J

From: Bill Mecca

Tuesday March 24th, 2015

I received a phone call at around 2:15pm from Jamie Schilkowski asking if I was available to meet with him and Morgan Fritz-Ward who he identified as the captain of the Women's ice Hockey team. Jamie mentioned that Morgan had voiced some concerns and he felt that I should be involved. I asked if they were available to meet ASAP and was told they were on their way.

I welcomed them both into my office at around 2:30 and closed the door. At that time I was formally introduced to Morgan. Jamie explained to me that Morgan had come to see him about some concerns she had with regard to Rick Seeley. I thanked both Jamie and Morgan for coming down to my office and asked Morgan how I could be of assistance.

Without hesitation she voiced her displeasure and disgust with regard to the treatment she and her teammates have received from Seeley not only this past year but in her previous 3 years. I asked her why didn't she come in sooner and her response was that she and her teammates were afraid of retaliation from Seeley either with loss of scholarship and or playing time. I then asked why now and she said that she couldn't allow the mistreatment of her teammates and future QU women's Ice Hockey players to continue without telling all.

Topics Discussed:

- 1) Student – Athlete Surveys – how they work, who do they go to, who reviews and what and if anything is done with them. She mentioned a 2-page letter that was written in 2014 as part of the process and was surprised that after was written Seeley was still the coach.**
- 2) Physical altercation that Seeley had with Taylor @ away Harvard game.**

- 3) Suicide comments after a loss – slice your wrists – Morgan was particularly upset as one of her teammates sister's had a history of cutting and was in counseling for intentions to harm herself.
- 4) I will FU statement directed at Morgan at a leadership meeting involving 4 other teammates.
- 5) Comment made to a former player that if she spoke up he would take her scholarship away and she would end like the other members of her family without a college degree.
- 6) 3 other instances of physical abuse during past three years.
- 7) Parents are aware but conversations are tempered so the parents will not call administration as scholarship loss and loss of playing times would be consequence.
- 8) A culture of criticizing and chastising players with the F word thrown around constantly

After about an hour I once again thanked Morgan for being strong enough to come in and voice her concerns and based on what I had just heard I told her that I needed to get Jack McDonald in the loop and asked if she was ok with me setting up a meeting with Jack involved for Wednesday March 25th.

Wednesday March 25th, 2015

There was a meeting held at around 10:30am in Jack McDonald's office, those included in meeting were Jack, Jamie Schilkowski, Morgan Fritz-Ward and Bill Mecca. Morgan was welcomed and at that point shared all the information from Tuesday's meeting with Jack.

Additional topics discussed:

- 1) Seeley's use of the n word in the context where he told the team to turn off that n music in the locker room.
- 2) Conversation that took place about the lack of productivity of a certain player do to their period and how he couldn't put up with that shit every 30 days
- 3) Kelly Babstock being grabbed and yanked by Seeley at away game at RPI the year before.

- 4) Morgan mentions that prior to last years end of season survey Rick told players that Jack is like my father so it really doesn't make a bit of difference what you write about me because Jack has my back
- 5) Reports that Rick held team meetings in locker room after road trips as well as going over the 4 hours of countable practice time allowed per NCAA rules.
- 6) Made mention of a leadership meeting that took place where a former captain had shared a text message with Seeley with regard to player's questioning his coaching style. Morgan said the meeting was one where she was berated and cursed at to the point where she broke down in tears and said I will FU.

Meeting ended and a date was set for the end of the season survey's to be conducted on Friday 3/27/15 at or around 4pm.

Monday March 30, 2015

Based on the season ending surveys and as a follow-up to Morgan's meeting in Jack's office a meeting was scheduled in the Athletic Conference Room with Athletic Department Administrators and members of the Women's Ice Hockey team. Those in attendance were Jack McDonald, myself, Lyneene Richardson and Jamie Schilkowski. The women's Ice Hockey members present that I recognized were Morgan Fritz- Ward and former player Kelly Babstock as well as about seven other current players.

Topics Discussed:

- 1) End of season survey's comments by kids with regard to process and reluctance in past year's to be honest as loss of scholarship and playing time would occur as they believed that Rick would find out.
- 2) Jack's response about process and acknowledgement that he had spoken to Rick with regard to issues that appeared on last year's survey.
- 3) Grabbing of players during game – Kelly Babstock spoke about the incident where Seeley grabbed her at RPI by the collar and

dragged her up a couple of steps and sent her into the locker room.

4) A handful of team members described in detail what took place to Taylar at NCAA Regional game at Harvard:

- Seeley was screaming at Taylar and she turned away and mumbled something back at him. He then grabbed her aggressively by the back of her shoulder pads and yanked her while he continued to scream and berate her.
- Paul Nemetz-Carlson attempted to intervene by telling Rick he should stop. Seeley was heard saying "Don't you ever do that to me again, just do your F---ing job."
- Many in the room mentioned that their parent's, fans as well team members at Harvard who witnessed the event were shocked by what they saw.

- 5) Teammates verified comments from previous meetings with regard to Seeley using the n word in reference to music in locker room.
- 6) Teammates verified comments made by Seeley to individual player and team with regard to suicide and slitting their wrists.
- 7) Numerous players mentioned the slapshot Seeley took at a former player where the puck missed her by less then a couple of inches.
- 8) Comments made by Seeley with regard to a particular player's sexuality.
- 9) Kelly Babstock stating that she lost count of the number of times she was called f---ing stupid by Seeley and told by Seeley that no one but him would ever give her a recommendation.

Monday April 6, 2015

A meeting took place in the Rocky Top Student Center. Those in attendance were: Lori Musante, Jack McDonald, Bill Mecca, Tracey Flynn and Jamie Schilkowski along with about or around twenty members of the Women's Ice Hockey team. After

introductions Morgan began meeting and shared her concerns. She never deviated from her original statements. The majority of meeting and statements from the individual members of the team were consistent with all that I had previously heard.

Some Additional Topics were discussed:

- 1) Comments made that there were an additional two former players whose names I don't recall that were grabbed and yanked by Seeley.
- 2) Taylor who was in attendance for the first time sharing her story about the incident at Harvard
- 3) A comment made by Seeley after a loss at St. Lawrence that on behalf of Jack McDonald and Himself " F--- You "
- 4) Statement from player with regard to her sister's issues with harming herself and how Seeley used those suicide words directly at her. She broke down and excused herself from meeting.
- 5) A question was raised that based on what they now know about Seeley would they chose to come to Quinnipiac if they had to do it all over again. A unanimous show of hands indicated that they would choose another school.
- 6) A question was asked with regard to Cassie Turner being part of the problem or part of the solution. The majority of all in attendance agreed that she was part of the solution.
- 7) Punishment conditioning over and above what they considered normal.

Exhibit K

From: Flynn, Tracey A <Tracey.Flynn@quinnipiac.edu>
Sent: Wednesday, April 29, 2015 4:44 PM
To: Musante, Lori A.
Subject: Team Meeting Notes - Women's Ice Hockey

Importance: High

On Monday, April 6, I participated in a meeting with 17 members of the women's ice hockey team and one ice hockey team alumnae who is currently finishing her degree.

Also in attendance were Jack McDonald, Director of Athletics & Recreation, Bill Mecca, Sr. Associate Athletics Director, Jamie Schilkowski, Assistant Athletics Director and Laurie Musante, HR Business Partner

The meeting lasted about 75 minutes. Of the 18 students in attendance, all but 4 students, verbally participated in the meeting.

Prior to this meeting, I had downloaded the women's ice hockey team's responses to their End-of-the-Season survey. (The same, electronic survey is administered to each of our athletic teams.)

I read the results of the anonymous responses and then alerted my direct supervisor, Jack McDonald that "we have a problem."

Much of what I read in the survey responses was echoed during the in-person meeting.

In no particular order the following information was shared with us from the student-athletes in the room.

Coach Seeley:

Was described as threatening, aggressive, and intimidating via both his words and his body language

Was verbally abusive.

Was described as a coach who punished players.

Used the F**k word not as part of his everyday language but rather to be mean, aggressive and intimidating.

Told a team member during a private meeting in his office last year, "I am going to F**k you."

(She explained that she reached out to a team member via text to see if she was "okay" after be yelled at by Seeley.

That team member then shared the text with the then captain.

The captain then met with Seeley about the text and also forwarded it to him.

This prompted the meeting with the team member who sent the original text and who was recounting this experience.)

Told the team, that "Jack McDonald is like a father figure to me." The players inferred that they thought Seeley was close to McDonald.

Would tell the team "it was a wash" after any win and described his meaning as lets forget about it and move on to the next thing.

Would consistently bring up past mistakes by a team member, a particular line of players on the ice, or the whole team; even mistakes from past seasons.

Once had the team sit and watch a particular play on video and then proceeded to play the video an additional 9 times during the meeting to "make his point."

Repeatedly made references to razor blades with some of the team members:

Context: a player who did not skate well in the game, on the bus ride home would be asked "Do you need any razor blades." This scenario happened throughout the season.

This use of language was very upsetting to one team member as her sister is a "cutter" and Seeley knew it.

When this topic was being discussed in the meeting, this player explained her situation to us administrators, then broken down in tears and fled the room.

Two team members followed her and the player returned to the room within about 10 minutes.

Just after the team member fled the room, another player spoke about how the team had a "Suicide Game." The team had skated in support of mental health awareness/the prevention of suicide.

This team member explained to us that her brother has long suffered from depression and had (unsuccessfully) tried to committed suicide.

Told the team that they should skate like "their house was on fire and there family was inside."

Shot a puck at player and just missed hitting her in the ear during last season. The player is no longer on the team (she left Quinnipiac for financial reasons)

Had during the 2013-14 season, and while at an away game, grabbed a player who had just left the ice and was sitting on the bench, by the game jersey and dragged her up the two steps behind the bench.

These steps onto a corridor that led to the locker rooms. After screaming at the player she was told to go sit in the team's locker room. She did and waited, in uniform, for the end of the first period.

When the team came to the locker room for intermission, the coach screamed at the player in front of everyone, asking why she was still in her uniform.

When she answered, I didn't know if I was going play in the rest of the game" he responded, "You may have just played last game ever."

She was not on the bench for the remainder of the game and continued to skate for the remainder of the her career.

Grabbed a player during the Harvard game (first game of NCAA tournament in 2014-15/last game played of the year) by her jersey and chin strap and dragged her off the team bench. He then screamed at her.

Was observed grabbing this player by some Quinnipiac parents, and some players sitting on the Harvard bench and by some Harvard parent sitting in the stands.

We were told that some Quinnipiac parents and some friend of our players were approached by Harvard related people at the National Championship tournament in Wisconsin and asked what had happened on our bench.

Recruited current team members who were told before they arrive at Quinnipiac "that coach is crazy." A couple of team members told us that they had been warned about Seeley prior to coming to school.

Made the team come to practice about 5 times this year at 5:30AM to run up the York Hill driveway/road. The athletic trainer was not informed of these practices.

Since athletic trainers are at all practices, the players indicated that they felt that the "run" was an illegal practice.

Was rude to the grandmother of one of the players during the team's trip to Italy and caused an embarrassing situation.

While everyone was getting food to eat at a restaurant, Seeley came by the grandmother's table and removed her plate of food and said something about that's not your food.

He placed the plate of food on another table and then walked away. This event was watched by family members of other players.

Did not appear to be interested in your opinion or justification when he asked players a questions. Attempts at answering his question often led him to accuse the player of using an 'excuse.'

Did not follow NCAA rules and that the team practiced more than the rules allowed.

When I asked:

"Why did you not tell us that this was all happening? Why did you not tell us in previous years in the anonymous team surveys that this was going on?"

The team responded that they were afraid to speak for fear that they would lose their scholarship?

They told us that their parents did not reach out to us because they too were afraid that their daughters might have their scholarship taken away.

"Why is the whole team not here at the meeting?" They answered, "a couple had class and a couple were afraid to come to the meeting.

Tracey A Flynn

Associate Athletics Director
Quinnipiac University
tracey.flynn@quinnipiac.edu
203.582.8767 Office
203.582.3440 Fax

Exhibit L

From: Schilkowski, James <James.Schilkowski@quinnipiac.edu>
Sent: Monday, April 06, 2015 7:03 PM
To: Musante, Lori A.
Cc: Mecca, Bill; McDonald, Jack
Subject: Meeting Notes
Attachments: WIH Meetings Notes.docx

Hi Lori,

Please find attached the document of my notes of our meetings. If you need anything else please feel free to contact me.

Sincerely,

Jamie

—

Jamie Schilkowski
Assistant Athletic Director for Equipment Services
Quinnipiac University
275 Mount Carmel Avenue
Hamden, CT 06518
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Tuesday March 24, 2015

Morgan Fritz-Ward, captain of the women's ice hockey team inquired about a meeting to discuss issues with the women's ice hockey head coach, Rick Seeley. We met in my office at TD Bank at 2 p.m. After a brief conversation I called Bill Mecca. We immediately proceeded to his office on Mount Carmel.

Items discussed:

- Morgan mentioned a letter/document that was written by a former player that she is not sure where/who it was sent to and if it was ever addressed.
- Asked about the student-athlete surveys.
 - o How they work
 - o Who sees/reviews them
 - o What is done with them and items mentioned
- Inappropriate language by Rick Seeley
 - o Profanity
 - o Extreme comments
 - Morgan quoted him directly as saying "I will fuck you"
 - Made a comment to another team member about slitting her wrists
 - Comment was also made to the team as a whole
- Aggressive grabbing of players during games
 - o Taylor Cianfarano was aggressively grabbed by the jersey and facemask during the team's NCAA regional game at Harvard on March 14, 2015.
- Morgan says Rick threatens loss of playing time and scholarships to players if they discuss his conduct
 - o He has created a culture of fear in the team to do what he says
 - o Team members are afraid to speak out because they afraid to lose their scholarships

The meeting concluded with Bill contacting Jack McDonald to set up a meeting, which was agreed to be held on Wednesday, March 25, 2015 in Jack's Mount Carmel office.

Wednesday March 25, 2015

A meeting was held at Jack McDonald's Mount Carmel office at 10:30 a.m. Attendees are Jack McDonald, Bill Mecca, Jamie Schilkowski and [REDACTED]

[REDACTED] restated her issues/comments from meeting on March 23, 2015 for Jack McDonald to hear.

Also mentioned:

- She mentioned another grabbing incident of [REDACTED] at an away game at RPI. [REDACTED] says Rick grabbed [REDACTED], removed her from the team bench, and sent her to the team locker room.
- When asked why she or another member of the team has not approached the other coaches, [REDACTED] says nobody feels confident saying anything because the other coaches allow his conduct.
- [REDACTED] mentions that on a few occasions Rick held team meetings in the locker room after road trips.
- There was an incident when a former captain, she names [REDACTED], sent an email to Rick about members of the team discussing his conduct. She is not completely certain of the content of the email, but Rick called a meeting the next day with a few individual members, and then the leadership group as a whole. He swore and berated them; [REDACTED] mentioned all she did was cry in the meeting.
- [REDACTED] stresses her concern for this continued conduct to the future members of the program.

The meeting concluded with Jamie arranging the end of season surveys to be conducted on Friday March 27, 2015. Alyssa Budkofsky administered the surveys because Jamie was traveling with men's ice hockey to the NCAA regional in Fargo, ND.

Monday March 30, 2015

A meeting took place in the Mount Carmel Athletic Center Conference Room ATH-233 between athletics administration members Jack McDonald, Bill Mecca, Lyneene Richardson, Jamie Schilkowski and women's ice hockey team members Morgan Fritz-Ward, Cydney Roesler, Lindsay West, Alicia Barry, Danielle Marmer, Megan Turner, Nicole Connery, and Tori DeAngelis. Former team member and current women's lacrosse player Kelly Babstock was also present.

Discussion included:

- end of season surveys
 - o afraid to comment because of threats of playing time and scholarship loss
- Morgan Fritz-Ward mentioned more of her previous comments
 - o Profanity (during games/practices and the "I will fuck you" comment)
 - o Loss of playing time
 - o Tell me who on the team is talking shit about me or lose your scholarship
- Other players mention Rick's profanity, use of language/analogies and threatening comments
 - o Swearing during games/in meetings
 - o Grabbing of players during the game
 - Kelly Babstock elaborates on the grabbing incident at RPI saying Rick grabbed her by the collar and dragged her up the stairs and told her to go to the locker room.
 - Several of them describe the incident of Rick grabbing Taylor Cianfarano at the NCAA regional game at Harvard
 - Rick was screaming at her she turned away and mumbled something, then he aggressively grabbed her by the back of the shoulder pads (similar to a horse collar tackle in football) and screamed at her some more.
 - Assistant coach Paul Nemetz-Carlson tried to intervene with Rick yelling at him quoted from the players saying "don't you ever do that again, just do your fucking job"
- They say Rick has made awkward comments about players slitting their wrists and player's sexuality.
- Say Rick has used the word "nigger" in reference to the music they listen to in the locker room.
- Rick has called players stupid and they will get nowhere without his recommendation.
- Rick has told players they should transfer.
- An incident is mentioned when Rick took a slapshot at former player Olivia Agostinelli, missing her head by inches.
- Players have been afraid to say something because Rick threatens to ruin their future careers (business and hockey).

The meeting concluded that Jack would talk to/meet with Mark Thompson.

Exhibit M

Meeting Notes – Lori Musante

April 6, 2015

Women's Ice Hockey Team

In attendance were Jack McDonald, Tracey Flynn, Jamie Schilkowski, Lori Musante and several of the members of the Women's hockey team

Morgan Fritz-Ward stated that Seeley:

- used the "F-word" more times than she can count.
- Told her on one occasion when she made a mistake that "I will fuck you".
- Constantly tells the team to grow up, grow a pair or not to cut themselves when they get upset about their performance
- Has told them on several occasions to play like your family is in a house that's burning
- Once deliberately shot a puck at one of the players (Olivia) that nearly hit her in the head
- Has held illegal practices without trainers

Taylor Cianfarano related an incident that happened to her. She stated that she had made a mistake in the Harvard game and was sitting on the bench when she realized that Seeley was approaching her while yelling and swearing. He grabbed her by the chin strap and jersey, yanked her up and continued to yell and swear in her face. He continued until the assistant coach, Paul, intervened by pulling Seeley away. Seeley responded by telling Paul to "never fucking touch him again." One of the other player's mothers knows some of the Harvard hockey team's parents. She was sitting with them at the game. The player's mother told her daughter that they (the parents) has seen the incident and were incensed.

Taylor stated that after the team's loss to St. Lawrence, Seeley told them "on behalf of the university and Jack McDonald, if you are going to play like this, fuck you." She further stated that he had also told them that "when you lose, you take food out of my children's mouths."

Kelly Babstock (Babs) said that he once said in front of several team members, "I love everyone except you. If I went back, I would never have recruited you." She also reported that he often called her stupid and made remarks to her girlfriend, who is on the team as well, like "why are you dating her (Babs)? She is so stupid." She also stated that after one game where she did not play well, Seeley made her write up a formal apology to the team "for being selfish" that he had to approve before she did it. She said that at one point, he said, "where are you going to transfer to, no one would give you a recommendation but me and do you think that's going to be good?"

Babs also related an incident where Seeley physically grabbed her. She had made a mistake in a game, so she said that he pushed her, she had to jump over the bench, and he physically intimidated her up two stairs then told her to go to the locker room for the rest of the game. Babs stated that Seeley often used intimidation and fear as a tactic, that he would threaten their playing time or scholarship.

Morgan Fritz-Ward stated that on an occasion where there was a recruit in the area, Seeley came in to the locker room and yelled for them to "turn the mother fucking nigger music off". She also stated that after a loss, Seeley entered the locker room and said "should I pass out the razor blades?"

Two of the team members (Mika Nervick and Emma Greco) related that they find his statements about cutting themselves particularly offensive because he is aware of the fact that they have siblings who struggle with suicide and cutting.

One of the players stated that the reputation of the QU women's hockey team is becoming tarnished in the community to the point where other players have told her that they would never play at QU because they hear that the coach is crazy. Several other players agreed with her statement.

Three of the players told of an incident that happened in Switzerland. They stated that their guide was awesome and very sweet. When one of the buses didn't show up, they said that "coach attacked the guide even though it wasn't her fault". They stated that the guide apologized but the coach didn't care and proceeded to make fun of her because she was confused about the times as a result of the language barrier. Several of the players stated that they felt embarrassed for themselves and the university.

Nicole Connery told a story about Seeley holding the phone up to his ear and saying "where do you want to transfer? I'll call them now. Just let me know? Because you can either transfer to another school or stay here and not play, just collect your scholarship...what are you going to do?" She told him that she would stay at QU and he called her stupid.

Various players stated the following:

- Seeley is a bully
- Constantly telling them that they can transfer to another university
- Seeley has told them that the surveys are not confidential because Jack (McDonald) is like a father to him so he will tell him who said what
- Only gives negative feedback, never positive – tells them to "flush the wins"
- Seeley is abusive

Tracey posed the question: "Knowing what you know now, if you had the choice to make again, who would still come to QU?" None of the girls raised their hands.

Lori Musante asked "What would change that? What are your expectations from here?" Most, if not all of the players said "he (Seeley) needs to go"

During the course of the conversation, many of the players endorsed Cassie, the assistant coach. They stated that she is the anchor of the team and is very knowledgeable and supportive. Tracey asked the players if they thought Cassie was part of the problem or the solution and they stated that she was "definitely part of the solution". The defensive line players stated after the meeting to ask that QU "do whatever they can to keep Cassie, because she is awesome."

Exhibit N

Notes from April 8, 2014 Meeting with Cassandra

Present: Cassandra and Lori Musante

Cursing:

- Seeley has tried not to swear as much this year. He uses mostly under pressure or stressed.
- The bigger problem is that he gets in the players faces and asks for answer and then yells when they do answer.

Altercation on road trip:

- At St. Lawrence, QU was down by three goals, Seeley told Cassie "Your D zone isn't good enough."
- It was three minutes before the team needed to be back on the ice, so Cassie asked what he wanted her to do.
- He went off and was aggressive shouting, "You don't support me!"
- The next morning in the hotel lobby, Seeley raised his voice. Cassie asked to speak in private, but Seeley refused.
- In front of other guests, hotel staff and team, he said loudly, "This needs to be more of a dictatorship!" Told Cassie she was not being loyal.
- The players expressed concern to Cassie about this incident and she smoothed it over.

Interaction with Morgan ("I will fuck you!"):

- Cassie was not present for this.

Shooting puck at Olivia's head:

- Cassie was not present for this.

Illegal practices without trainers:

- Cassie is not aware of this.

Harvard game:

- TT was on the ice at practice and was not smiling. Seeley approached her and asked, "Do you love hockey?" They started yelling at each other on the ice and it continued into the locker room.
- Their relationship deteriorated from there.
- Cassie was down the bench from the incident.
- Cassie saw Seeley's hand on TT's jersey, on her shoulder, everyone was looking, she heard him yelling. She saw Paul intervene and Seeley lunged toward Paul and retreated. In between periods, Paul did not go into the coach's room. Cassie told Seeley, "I don't know what happened, but it needs to be fixed."
- Seeley seemed scared and apologized to Paul, but not to TT.
- Cassie reported the incident to Jack McDonald on March 14th because she was afraid QU was going to be sued by TT and fans had asked her about the incident on the bench.

- Paul told Cassie that he felt threatened by Seeley.
- Paul told Cassie that Seeley said to him, "Don't ever fucking do that to me again!"

Example about concern regarding control:

- At BU, Seeley got a bench minor penalty.
- He stepped onto the bench and raised his hands up in response to a referee call. This penalty is a serious penalty.

Typical quotes:

- "On behalf of Quinnipiac University and Jack McDonald, fuck you!" Cassie heard this.
- "When you play like this and lose, you take food out of my children's mouths." Cassie heard him say this.

Kelly Babstock (Babs):

- Seeley has problems with his best players, feels undermined.
- Seeley stated that he was excited for her to be off the team.
- "Kelly is not the reason we are here—that things demised, he picks the fights."
- Seeley has more than once told Kelly she should transfer. He has told her "Why would they want you? If you can't do it here, how are you going to do it there?"
- Cassie did not see Seeley grab Kelly at RPI, but did see him intimidate her up two stairs and into the locker room.
- Cassie has not heard him make statements about Kelly's personal life.

Music:

- Cassie did not hear the comment.

Switzerland:

- Cassie did not go to Switzerland.

Razorblades:

- Cassie has heard him make comments about suicide, but has not heard complaints about razorblade comments.

Evaluations and surveys:

- Cassie never heard him talk about surveys.

Negativity:

- Any positive things Seeley says get buried in all the negative. Seeley feels that saying nothing is positive.

General comments:

- Cassie feels like she has been in an abusive relationship. She had once spoken to Seeley with another assistant about his abusive behavior. She said that he seemed to feel bad and his behavior got better for a short time. Eventually, his behavior reverted back to being abusive. Cassie likened it to an abusive personal relationship when the abuser promises to “be better” but it is short lived.
- Her relationship with Seeley has deteriorated over the past two years. As a result, she is not able to protect the girls as well.
- When Cassie went away for two weeks to coach the Canadian team, when she came back the culture of the team was very negative and the girls were “Snappy towards Seeley.”
- Cassie was staying for the kids because she brought them to QU and felt she couldn’t leave them, but the bad times were outweighing the good times.
- Cassie was not surprised that none of the players raised their hands when asked if they could do it all again if they would come back to QU.
- Cassie realizes that when Seeley gets frustrated he is out of control and can blurt out anything.
- Cassie admits she is intimidated by Seeley and had always thought he would get better, but Harvard was the deal breaker for her.
- Ron Mason asked if “anyone promised her anything”? She said that she had spoken with Jack about the head coach position and that each had interest in talking more about it but nothing was promised.
- Ron Mason asked, “What do you think is going on with this team?” Cassie’s response, “They are standing up for themselves with the support of alums on campus and conversations with Jamie.”
- Ron Mason asked, “Why Cassie turned down the Ohio position?” Cassie stated, “It was because of the girls on the team, she loves QU and wants to be at QU. Her family is here. She and her husband are having a baby in June and this is where she wants to put down her roots.”

Exhibit O

Notes from April 8. 2014 Meeting with Paul Nemetz-Carlson

Present: Paul Nemetz-Carlson and Lori Musante

Cursing:

- Has heard Seeley swear on many, many occasions
- Curses during games

Altercation on road trip:

- After losing to St. Lawrence, he told the team "on behalf of Jack McDonald, if you are going to continue to play like this, fuck you" and "when you play like this you are taking food out of my children's mouths".

Interaction with Morgan ("I will fuck you!"):

- Heard Seeley tell Morgan that if she bad mouths him or the program "I will fuck you".
- Told her that she is stupid and that she should "grow up and grow a pair"

Shooting puck at Olivia's head:

- Paul was not present.

Illegal practices without trainers:

- Paul is not aware of this.

Harvard game:

- TT was on the ice at practice and was obviously not happy. Seeley approached her and told her that "she had one foot out the door"
- According to Paul, he was sitting next to TT. She had just come off the ice and they were talking about her performance. TT "kind of talked back" to Paul. Paul was handling the situation, but Seeley overheard TT and got angry. Seeley turned around and grabbed TT by the jersey and "caught her chin strap in the process". Paul states that he attempted to difuse the situation by tring to put himself between Seeley and the player. Paul felt that this angered Seeley even more because Seeley turned to Paul and said "don't you ever touch me again."

Example about concern regarding control:

- At BU, Seeley got a bench minor penalty.
- He stepped onto the bench and raised his hands up in response to a referee call. This penalty is a serious penalty.

Typical quotes:

- "Should I pass out the razor blades?"
- "Flush the wins"
- "you can all get out your transfer papers"

Kelly Babstock (Babs):

- Told her that “I love everyone on this team but you. If I went back, I would have never recruited you”
- After she did not play well, he made her apologize to the team for being selfish.

Music:

- Has heard Seeley say “turn the music off” but not “turn that fucking nigger music off”.

Switzerland:

- Paul stated that the guide was awesome, but when one of the buses didn’t show, despite not being her fault, Seeley attacked the guide by yelling at her.
- Paul stated that the team was embarrassed and that he was embarrassed for the program
- Seeley later made fun of the guide because of her broken English

Evaluations and surveys:

- Paul stated that he heard Seeley tell the players that the “surveys are not anonymous because Jack is like a dad to him (Seeley), so he (Jack) tells him everything.”

Negativity:

- Any positive things Seeley says get buried in all the negative. Seeley feels that saying nothing is positive.

General comments:

- Seeley makes things more personal than productive
- Paul feels intimidated by Seeley
- Paul stated that he has heard Seeley make numerous derogatory statements about the players personal lives – specifically their sexual orientation and relationships
- Many players have expressed that they did not want to meet with Seeley one-on-one because of their fear of him and his intimidating nature.

Exhibit P



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Rick Seeley reportedly out as Quinnipiac women's ice hockey head coach

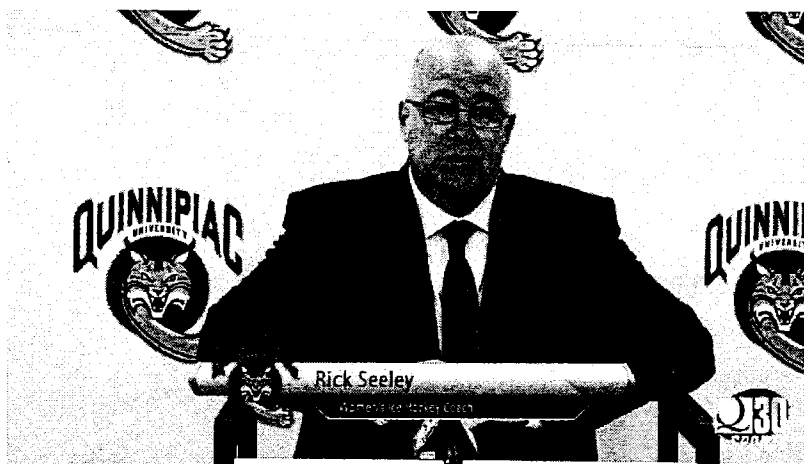
By Morey Hershgordon

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Updated: April 8, 2015



Weeks after its most successful season in program history, the Quinnipiac women's ice hockey team is letting go of its head coach. Multiple sources with knowledge of the situation have told Q30 Sports Rick Seeley is out after seven seasons at the helm following an investigation into potentially abusive behavior.

The sources confirmed Seeley had been under investigation from the school after he allegedly forcibly grabbed one of his players by the jersey during the team's first round NCAA Tournament game at Harvard.

When reached by phone, Seeley declined comment at this time. Additionally, a call to Quinnipiac Athletics had not been returned at press time.

It is unclear at this point whether the school released Seeley or if he issued his resignation, though sources said an official announcement is expected Thursday. Associate head coach Cassandra Turner is likely to inherit the position.

Seeley's final season with the program was his most successful, leading the Bobcats to their first ever NCAA Tournament berth. The squad finished 26-9-3 overall on the season, with the 26 wins the most the program has ever seen.

Prior to his stint at Quinnipiac, Seeley spent five seasons at Clarkson University as its head coach. He left for Hamden following the 2007-2008 season. Seeley ranks 15th all-time in wins in NCAA women's ice hockey history, sporting a 278-174-56 overall in his career.

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ABOUT MOREY HERSHGORDON

Morey Hershgordon is a senior at Quinnipiac University. He is the Vice President at Q30 Television for the 2016-2017 academic year. Last year, he served as the Sports Director. For the past two summers, he interned in the News and Sports departments at FOX29 Philadelphia. You can follow him on Twitter @mahersh.

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Power Rankings: ECAC women's ice hockey - <https://t.co/QledGIAhEP>
<https://t.co/14wye0nDgC>

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@Q30Television January 12, 2016

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Quinnipiac edges Harvard 5-4 in OT, claim "Rivalry on Ice" trophy PC: QU Athletics - <https://t.co/YIchN5rkH4>
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<https://t.co/18SCQF0BE>
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<https://t.co/4EJzO81rWp>
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Exhibit Q

From: Mason, Ronald E. V.P. <RonaldV.P.Mason@quinnipiac.edu>
Sent: Thursday, April 09, 2015 1:21 PM
To: Seeley, Richard E.
Cc: McDonald, Jack
Subject: Follow Up
Attachments: 20150409093705.pdf

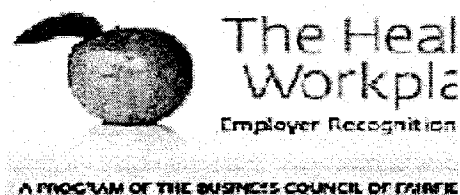
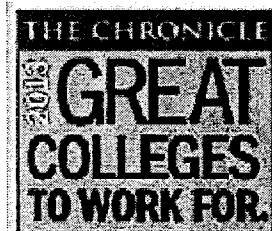
Rick,

I have concluded my investigation and the university has decided that it would be best to separate you from employment with Quinnipiac University effective immediately. Attached is a copy of the letter that is being mailed to you at your home today. We will make arrangements to pack up your office and ship your personal belongings to you. Also, would you please arrange to return to Quinnipiac all of our property which includes your ID card, laptop and cell phone, etc.

If you have any questions, please feel free to contact me.

Ron Mason

Ron Mason
VP, Chief Human Resources Officer
Quinnipiac University
275 Mount Carmel Avenue
Hamden, CT 06518-1908
203-582-3950 (Ofc)
203-582-5347 (Fax)
ron.mason@quinnipiac.edu



QUINNIPIAC UNIVERSITY

April 9, 2015

Richard Seeley
903 Long Hill Road
Middletown, CT 06457

Effective immediately, your employment as Head Women's Hockey Coach at Quinnipiac University is terminated.

You will be receiving information regarding health benefits continuation (COBRA), as applicable, via US Mail to your home address listed above.

If you have any questions regarding your separation, please contact me via email at Ron.Mason@quinnipiac.edu.

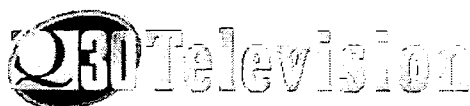


Ron Mason
Vice President, Human Resources

Exhibit R

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Rick Seeley resigns as women's ice hockey head coach

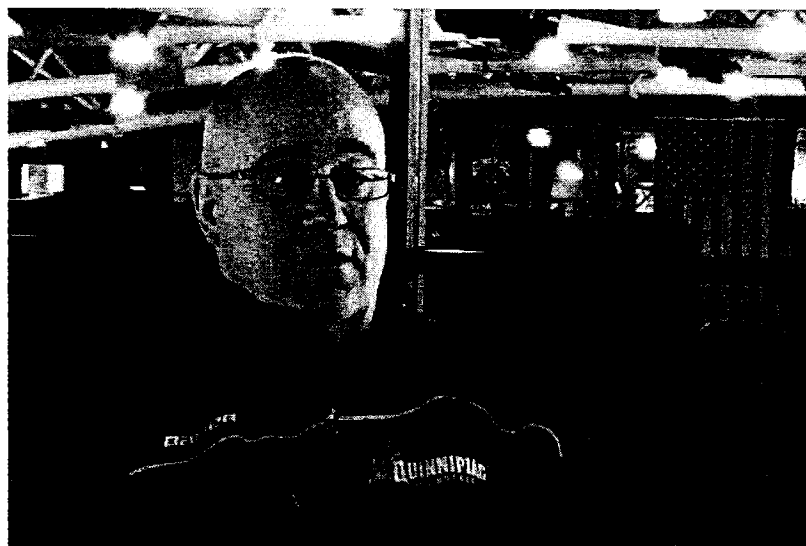
By Gabbi Riggi

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Updated: April 9, 2015



The Quinnipiac University Athletics department has officially announced Rick Seeley's resignation as head coach of the women's ice hockey team.

The statement confirmed the report from Q30 Sports that Seeley would no longer be the head coach. The report said he was under investigation after allegedly grabbing one of his players during the first round of the NCAA Tournament against Harvard.

"I would like to thank Rick Seeley for his service to Quinnipiac University and everything that he has done to elevate our women's ice hockey program," Director of Athletics & Recreation Jack McDonald said. "We wish Rick and his family the best of luck."

Seeley was the Quinnipiac women's hockey head coach for seven years. He led the team to a program best record of 26-9-3 with its first NCAA Tournament berth during the 2014-15 season.

Associate Head Coach Cassandra Turner has been named the interim head coach.

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ABOUT GABBI RIGGI

Gabbi Riggi is the former web director of Q30 Television, and currently the online editor for the Quinnipiac Bobcats Sports Network. Follow her on Twitter @g_riggi for more.

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Rick Seeley reportedly out as Quinnipiac women's ice hockey head coach

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Exhibit S

From: Sweeten, Kenneth F.
Sent: Thursday, April 09, 2015 3:16 PM
To: Sweeten, Kenneth F.
Subject: Quinnipiac Women's Ice Hockey Head Coach Rick Seeley Announces Resignation

<image001.jpg>

FOR IMMEDIATE RELEASE
Thursday, April 9, 2015

Quinnipiac Women's Ice Hockey Head Coach Rick Seeley Announces Resignation

HAMDEN, Connecticut –
Quinnipiac University has
announced that Rick Seeley has
resigned from his seven-year
post as women's ice hockey
head coach.

"I would like to thank Rick
Seeley for his service to
Quinnipiac University and
everything that he has done to
elevate our women's ice hockey
program," Director of Athletics
& Recreation Jack McDonald
said. "We wish Rick and his
family the best of luck."

Seeley, who has been the
Bobcats' head coach since 2008,
won 131 games in seven
seasons at Quinnipiac. This past
year, Quinnipiac clinched an at-
large bid in the NCAA
Tournament for the first time in
program history.

Associate Head Coach
Cassandra Turner has been
elevated to interim head coach.

FOR ADDITIONAL INFORMATION,
PLEASE CONTACT:

Ken Sweeten

Quinnipiac University

Associate Athletic Director

Sports Information Director

203-582-8625 Office

203-859-8529 Cell

kfsweeten@quinnipiac.edu

[@QUSID on Twitter](#)

Exhibit T

From: McDonald, Jack <Jack.McDonald@quinnipiac.edu> on behalf of McDonald, Jack
Sent: Thursday, April 09, 2015 3:36 PM
Subject: Coach

All,

Coach Seeley has resigned.

Hope we can get together next week to talk about our "next step" as we continue to elevate QU Women's Ice Hockey.

Please continue to be committed to your personal & team fitness, academics and your goal to be the best you can be.

Jack

Jack McDonald
Director of Athletics & Recreation
Quinnipiac University
275 Mount Carmel Avenue
Hamden, CT 06518
(203) 582-8621



Exhibit U

New Haven Register (<http://www.nhregister.com>)

Quinnipiac women's hockey coach Rick Seeley resigns

Report states coach was under investigation for grabbing player by jersey during game

By Chip Malafronte, New Haven Register

Thursday, April 9, 2015

Rick Seeley, fresh off leading the Quinnipiac women's hockey team to its first NCAA tournament appearance, resigned his position as head coach on Thursday.

According to a report by Q30, the Quinnipiac student television station, Seeley was under investigation by the school after allegedly forcibly grabbing one of his players by the jersey during Quinnipiac's NCAA tournament game at Harvard.

Quinnipiac athletic director Jack McDonald did not return phone calls from the Register on Thursday.

The school announced Seeley's resignation through a press release, in which McDonald thanked Seeley for his seven seasons but did not address any allegations.

"I would like to thank Rick Seeley for his service to Quinnipiac University and everything that he has done to elevate our women's ice hockey program," McDonald said in the press release. "We wish Rick and his family the best of luck."

Cassandra Turner, an assistant under Seeley, was named interim head coach.

Seeley was hired by Quinnipiac in 2008 after five seasons at ECAC Hockey rival Clarkson. He turned the program around almost immediately, winning at least 19 games each of the past six seasons. The Bobcats were 26-9-3 this winter — their best record in program history — and ranked in the top 5 in the nation for much of the season.

URL: <http://www.nhregister.com/sports/20150409/quinnipiac-womens-hockey-coach-rick-seeley-resigns>

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Exhibit V

DOCKET NO. NNH-CV-15-6057734-S

SUPERIOR COURT

RICHARD SEELEY

JUDICIAL DISTRICT OF
NEW HAVEN

v.

QUINNIPIAC UNIVERSITY and
DAVID BILLS

FEBRUARY 16, 2016

**DEFENDANT QUINNIPIAC UNIVERSITY'S RESPONSE TO PLAINTIFF'S
INTERROGATORIES AND REQUESTS FOR PRODUCTION**

Pursuant to Practice Book §§ 13-7, 13-8 and 13-10, defendant Quinnipiac University ("defendant" or "QU") hereby responds to Plaintiff's Interrogatories and Requests for Production as follows:

INTERROGATORIES

1. Please identify the person(s) answering these interrogatories. If more than one person is answering the interrogatories, please identify each person by the corresponding interrogatory number.

RESPONSE: QU objects to this interrogatory on the ground that plaintiff's definition of "identify" goes beyond the scope of that term as defined in Practice Book § 13-1(c)(3). Subject to and without waiving this objection, the person answering these interrogatories is:

Anna Spragg
Associate Vice President for Human Resource Operations & Total Rewards
Quinnipiac University
275 Mount Carmel Avenue
Hamden, CT 06518
(203) 582-8200

2. Please identify all persons with material and/or substantial knowledge of the facts alleged in plaintiff's Complaint, as well as those persons with material and substantial knowledge regarding the decision to terminate the plaintiff's employment.

3. Please state whether any person identified in interrogatory No. 2 prepared any document, gave any statement, or made any memorandum or other account, in writing or otherwise, reflecting his or her knowledge, and if so, please identify those individuals and indicate who has possession of those statements or documents.

RESPONSE: Defendant objects to this interrogatory on the ground that it seeks information protected from disclosure by the attorney-client privilege and/or work product doctrine. Subject to and without waiving this objection, the following individuals gave statements or made any other memorandum or account:

- Bill Mecca.
- Tracey Flynn.
- Jamie Schilkowski.
- Lori Musante.
- Student-athletes who completed the anonymous end-of-season survey for the 2014-2015 season.

4. Please state with specificity all grounds and reasons for the termination of plaintiff's employment.

RESPONSE: QU terminated plaintiff's employment following an investigation into reports made by student-athletes, both in anonymous end-of-season evaluations completed by the students, and in meetings with Jack McDonald, Bill Mecca, Tracey Flynn, Jamie Schilkowski, and Human Resources representatives. Student-athletes reported a series of instances of abusive behavior by plaintiff including, but not limited to, physically grabbing a student when she came off the ice in full view of spectators; regularly screaming at the student-athletes; using profanity,

including stating "I am going to fuck you" to a student-athlete; repeatedly making references to the student athletes committing suicide or slitting their wrists; deliberately shooting a puck towards a student-athlete's head; and threatening the loss of playing time and scholarships if students discussed his conduct with anyone including their parents. Upon careful investigation, QU deemed these reports credible and elected to discharge plaintiff on account of his inappropriate and abusive behavior.

5. Please describe the procedure the defendant followed with respect to the termination of the plaintiff's employment including whether the decision was reached by one or more individuals (and, if so, who) and whether the decision was reviewed at the time or before the termination by legal counsel (and, if so, who).

RESPONSE: QU objects to this interrogatory to the extent it seeks information protected from disclosure by the attorney-client privilege. In addition, QU objects to this interrogatory on the ground that it seeks information that is neither relevant nor reasonably calculated to lead to the discovery of admissible evidence in this action. Subject to and without waiving these objections, the decision to terminate plaintiff's employment was made by Jack McDonald, Ronald Mason, and Mark Thompson.

6. Please identify all persons who communicated in any way with the plaintiff on the defendant's behalf regarding the termination of his employment, and as to each individual identified, please state.

- a. his or her title at the time of the communication;
- b. his or her current title;

- c. the date of any such communication, conversation and/or meeting;
- d. the substance of any such communication, conversation and/or meeting.

RESPONSE: Ronald Mason communicated with plaintiff via email and letter regarding the termination of his employment.

- a. VP, Chief Human Resources Officer.
- b. Senior Human Resources Consultant
- c. April 9, 2015.
- d. Mr. Mason's letter and email to plaintiff advising of QU's decision to terminate his employment is being produced in response to plaintiff's document requests.

7. If Plaintiff's performance allegedly played a role in his selection for termination/layoff, please indicate whether plaintiff was given any warning of the alleged performance deficiency, the date of any such warning, whether it was oral or in writing, and the identity of the person who gave plaintiff the warning.

RESPONSE: QU advised plaintiff as to the substance of student-athlete complaints that formed the basis of the decision to terminate his employment in the context of its investigation.

8. Please describe fully all elements of plaintiff's compensation throughout his tenure with defendant, including bonuses, commission, profit sharing, fringe benefits and benefit plans application to the plaintiff.

RESPONSE: The elements of plaintiff's compensation are set forth in his appointment letters, copies of which are being produced in response to plaintiff's document requests.

11. Please identify each person who held a position supervisory to the plaintiff during his employment with the defendant and/or was responsible in any material respect for monitoring plaintiff's performance and the respective dates of his employment.

RESPONSE: Jack McDonald, former Director of Athletics & Recreation. His dates of employment were August 1, 1995 to December 31, 2015.

12. If, during the course of plaintiff's employment, defendant alleges that plaintiff did not obey all its rules, regulations and/or policies, please identify:

- a. each rule, regulation or policy, and state each fact in support of defendant's contention;
- b. each document which defendant believe is evidence in support of that contention; and,
- c. each person whose testimony, observations or opinions defendant may rely upon to prove that contention.

RESPONSE: QU objects to this interrogatory as premature to the extent it seeks a list of witnesses or their expected testimony, in that neither a definitive list of witnesses, nor their expected testimony, has yet been formulated given the early stage of the litigation. A witness list will be provided in accordance with a scheduling order and/or pursuant to the requirements of the Practice Book. Subject to and without waiving this objection, plaintiff's conduct and actions were in violation of Articles 2 and 10 of 2014-2015 NCAA Division I Manual and the Coaches – Game Conduct, the Coaches – MAAC Sportsmanship Statement, and the Coaches – Athletic/Peer Student-Athlete Fraternization policies of the Quinnipiac University Staff Athletic Handbook.

18. Please identify those employees in the Athletics Department who were terminated by the defendant for allegations of inappropriate conduct toward student athletes, in the last five (5) years, and as to each employee, please state:

- a. their full name, gender, date of birth and current address;
- b. the date of their termination;
- c. the reason for their termination;
- d. their position or job title at the time of their termination;
- e. full name and gender of person hired to replace the terminated employee.

RESPONSE: QU objects to this interrogatory on the ground that it seeks information that is neither relevant nor reasonably calculated to lead to the discovery of admissible evidence in this action. In addition, QU objects to this interrogatory as invasive of employee privacy rights.

19. Please describe each policy or guideline, whether in writing or otherwise, which the defendant has maintained regarding the discharge and/or discipline of employees in the Athletics Department. If the policy or guidelines was or is in writing, please identify it sufficiently, for a Request to Produce.

RESPONSE: Per the appointment letter, plaintiff was subject to all applicable rules and regulations set forth by the NCAA. This includes, but is not limited to, Article 2 and Article 10.01.01 of the 2014-2015 NCAA Division I Manual. QU also maintains a QU Staff Athletic Handbook and a QU Policy Manual.

20. Please state whether Quinnipiac conducted an investigation into the allegations of misconduct that led to Coach Seeley's termination. If so, please identify:

- a. persons who conducted the investigation;
- b. all persons interviewed as part of the investigation, and identify dates persons were interviewed.
- c. all evidence obtained and considered by the investigation;
- d. the outcome of the investigation.

RESPONSE:

- a. The investigation was conducted by Ronald Mason, who was assisted by Lori Musante.
- b. The following individuals were interviewed on the following dates:
 - Richard Seeley, April 8, 2015.
 - Cassandra Turner, April 8, 2015.
 - Paul Nemetz-Carlson, April 8, 2015.
 - Members of the Women's Ice Hockey Team, including Morgan Fitz-Ward, Kelly Babstock, and Taylar Cianfarano, April 6, 2015.
- c. The evidence gathered consisted of the information provided in the interviews identified above along with anonymous end-of-season student-athlete evaluations.
- d. As a result of the investigation, QU decided to terminate plaintiff's employment.

21. Please describe fully all elements Cassandra Turner's compensation as Head Coach of the women's Ice Hockey Team at Quinnipiac from her date of hire in 2015 through the present, including but not limited to, salary, bonuses, commission, profit sharing, fringe benefits, and benefit plans applicable to Cassandra Turner.

in this action. In addition, QU objects to this interrogatory as invasive of employee privacy rights.

24. Please identify all individuals, including but not limited to, student athletes, coaches, parents/representatives of student athletes, Quinnipiac employees, who made any complaints regarding Coach Seeley during his employment at Quinnipiac and for each complaint state:

- a. the date of the complaint;
- b. the nature of the complaint;
- c. the person(s) to whom the complaint was made;
- d. Quinnipiac's response to the complaint, including any investigation undertaken;
- e. Whether Coach Seeley was made aware of the complaint, and if so, the date he was made aware of the complaint and any action against Seeley pursuant to the complaint.

RESPONSE:

- a. March 24, 2015.
- b. Morgan Fitz-Ward asked Jamie Schilkowski if they could meet to discuss issues regarding plaintiff.
- c. Jamie Schilkowski.
- d. Schilkowski and Mecca met with Fitz-Ward, and on April 6, 2015, McDonald, Mecca, Schilkowski, Flynn, and Musante met with 17 members of the QU Women's Ice Hockey team and 1 alumna.

- e. In the course of being interviewed on April 8, 2015, Mason and McDonald informed plaintiff of the specific examples of mistreatment cited by Fitz-Ward and in the end-of-season surveys.

REQUESTS FOR PRODUCTION

1. All documents and/or statements identified in your responses to the above interrogatories, indicating to which interrogatory the document is responsive.

RESPONSE: Documents and/or statement identified in the above interrogatory responses are produced herewith as follows:

Interrogatory No. 3: Bates Nos. QU-00001 to QU-00034.

Interrogatory No. 6: Bates Nos. QU-00035 to QU-00036.

Interrogatory No. 12: Bates Nos. QU-00037 to QU-00556.

Interrogatory No. 19: Bates Nos. QU-00037 to QU-00661.

2. All handbooks, management and personnel manuals, policy manuals, rules, regulations and any other documents or memoranda setting forth the terms and conditions of the plaintiff's employment.

RESPONSE: Responsive documents are being produced herewith in response to Request No. 1.

3. Plaintiff's personnel file and any other file or document relating to the plaintiff's job performance, whether in the personnel department, the corporate office, or kept by a Supervisor, whether or not the file was officially required to be kept by the defendant.

21. All complaints filed with the Connecticut Commission on Human Rights and Opportunities and/or the Equal Employment Opportunity Commission against the defendant relating to gender discrimination in the past five (5) years.

RESPONSE: QU objects to this request on the ground that it seeks documents that are neither relevant nor reasonably calculated to lead to the discovery of admissible evidence in this action.

22. All documents, handbooks, policies and/or procedures maintained by the defendant since 2008 regarding: (1) termination of employment; (2) treatment of student athletes; (3) discrimination on the basis of gender; (4) progressive discipline.

RESPONSE: QU objects to this request on the ground that it is overly broad in time and scope, and therefore seeks documents that are neither relevant nor reasonably calculated to lead to the discovery of admissible evidence in this action. Subject to and without waiving this objection, responsive documents are being produced herewith in response to Request No. 1.

23. All communications between David Bills and Quinnipiac concerning Coach Seeley, prior to Seeley's termination.

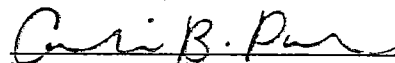
RESPONSE: There are no responsive documents.

24. All communications between Quinnipiac and any employee of the Athletic Department regarding Coach Seeley's termination.

RESPONSE: Responsive documents are being produced herewith in response to Request No. 14.

RESPONSE: QU objects to this request on the ground that it seeks documents that are neither relevant nor reasonably calculated to lead to the discovery of admissible evidence in this action. In addition, QU objects to this request as invasive of employee privacy rights.

DEFENDANT,
QUINNIPIAC UNIVERSITY



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Caroline B. Park

cpark@wiggin.com

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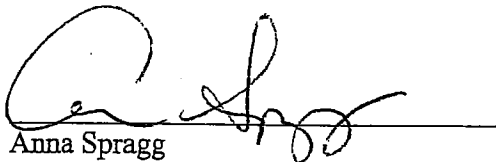
(203) 363-7600

(Juris No. 67700)

VERIFICATION

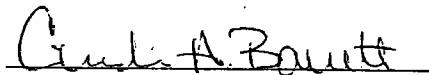
STATE OF CONNECTICUT)
)
COUNTY OF NEW HAVEN) -ss: Hamden

Anna Spragg, being duly sworn, deposes and says: (1) I am over the age of eighteen and understand the obligation of an oath; (2) I am employed by defendant Quinnipiac University; (3) I have read the foregoing responses to plaintiff's interrogatories and swear that the responses stated therein are true and accurate based on my personal knowledge, and/or information provided to me by others which I believe to be true and accurate, and/or the books and records maintained by me or others in the ordinary course of business; and (4) I am authorized to execute this Verification on behalf of defendant.



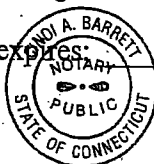
Anna Spragg
Associate Vice President for Human Resource Operations & Total Rewards

Subscribed and sworn to before me
this 1 day of February, 2016.



Notary Public

My Commission expires



Cindi A. Barrett

NOTARY PUBLIC

State of Connecticut

My Commission Expires
December 31, 2017

CERTIFICATE OF SERVICE

This is to certify that on this 16th day of February, 2016 a copy of the foregoing Defendant Quinnipiac University's Response to Plaintiff's Interrogatories and Requests For Production has been served by first-class U.S. mail, postage prepaid, on:

Robert B. Mitchell, Esq.
Mitchell & Sheahan, P.C.
80 Ferry Boulevard, Suite 216
Stratford, CT 06615
rbmitchell@mitchellandsheahan.com

-and-

Thomas Edward Katon, Esq.
Susman Duffy & Segaloff, PC
P.O. Box 1684
New Haven, CT 06507
tkaton@susmanduffy.com



Caroline B. Park

Exhibit W

David Bills
February 23, 2017

DOCKET NO. NNH-CV15-6057734-S

-----X		
RICHARD SEELEY,	:	SUPERIOR COURT
	:	
Plaintiff,	:	J.D. OF NEW HAVEN
	:	AT NEW HAVEN
vs.	:	
	:	December 29, 2016
DAVID BILLS,	:	
	:	
Defendant.	:	
-----X		

DEPOSITION OF DAVID BILLS
TAKEN ON BEHALF OF THE PLAINTIFF

DATE TAKEN: Thursday, February 23, 2017
TIME: 10:00 a.m. - 11:31 a.m.
PLACE: Homewood Suites
4700 Donald Ross Road
Palm Beach Gardens, Florida

Examination of the witness taken before:
April Goldberg, FPR

COPY

David Bills
February 23, 2017

1 I'll give that to Mr. Bills. And then,
2 unfortunately, I have to ask if I can have that one
3 back because I only have two of these. I had a
4 little confusion as to who was copying what the
5 other day.

6 MR. KATON: Just so I'm clear, it's the
7 April 14th article that we're marking?

8 MR. MITCHELL: Yes, yes.

9 MR. KATON: Okay. Thank you.

10 MR. MITCHELL: Which, actually, I think is
11 identical to the April 8th, but we'll use the 14th.
12 Sorry about that, Tom.

13 MR. KATON: No problem.

14 BY MR. MITCHELL:

15 Q. Now take a look at it, Mr. Bills.

16 A. Okay.

17 Q. First question I have is: How did you find
18 out about the incidents at Quinnipiac University that
19 occurred?

20 A. My daughter called me on April 9 in the
21 evening after he had been fired and after the report had
22 been online.

23 Q. Do you know how she found out?

24 A. She had found it herself and one of her
25 girlfriends called her --

David Bills
February 23, 2017

1 Q. Uh-huh.

2 A. -- and told her it was on the -- it was on the
3 computer.

4 Q. All right.

5 A. On the Internet.

6 Q. What prompted you to call Q30? Why did you do
7 that?

8 A. On April 9?

9 Q. Yeah.

10 A. I just called the athletic department just to
11 let them know that I was happy to see that he resigned.

12 Q. Did you speak to anybody at the athletic
13 department?

14 A. No, no. It was just a voicemail.

15 Q. Now, you called about 10:00 in the evening as
16 I recall?

17 A. Yes.

18 Q. And I think the call lasted about a minute,
19 something like that?

20 A. Less than that, yes.

21 Q. So you didn't actually speak to anybody --
22 then you called the news, the TV station Q30.

23 Why did you do that?

24 A. No, I didn't.

25 Q. How did you get in contact with them?

David Bills
February 23, 2017

1 A. I had on April 9 after he was fired and my
2 daughter called me --

3 Q. Right.

4 A. -- I responded to an email that was on there.
5 It was on the article it said you could leave a comment,
6 if you wanted to, and it would be kept private.

7 Q. Okay.

8 A. So I left a private comment that said my
9 daughter was also -- my daughter also suffered this
10 abuse, suffered this abuse at Clarkson University.

11 Q. All right.

12 A. And that was about the extent of my comment,
13 and then the following day --

14 Q. April 10.

15 A. -- April 10, yes, I believe I got -- I believe
16 I got an email back from a reporter. His name was Jon
17 Alba.

18 Q. Uh-huh.

19 A. And that was probably followed up with a phone
20 call. I mean, it was a long time ago.

21 Q. I understand. Do you know if he called you or
22 did you call him?

23 A. He had called me first contact, yes.

24 Q. Do you remember what he asked you?

25 A. He just asked me -- well, he, first of all,

David Bills
February 23, 2017

1 said that they thought this story was a lot deeper.
2 That there had been, you know, a lot of abuse going on,
3 and he wanted to know if I would share what happened to
4 my daughter at Clarkson.

5 Q. Uh-huh.

6 A. So I said, yes, I would.

7 Q. Okay. And then you sent him the set of notes,
8 which we're going to get into a little while, but why
9 did you do that? What prompted that?

10 A. Because he was doing a story on it, so I -- I
11 guess my thought was, you know, the truth should be
12 known to spare any other little girls from having to get
13 in this situation that my daughter did.

14 Q. Did he tell you they were going to publish the
15 notes before you sent them to him?

16 A. I would probably say yes to that. It's -- I
17 don't remember exactly.

18 Q. Okay.

19 A. You know, I wanted share with him. He was
20 doing a story, so whatever my notes helped with the
21 story it was...

22 Q. Did you talk to your daughter before you
23 talked to Jon Alba? She's also quoted in the article.

24 A. Yes, I talked to my daughter on -- she's the
25 one, my daughter, is the one on April 9 in the evening

David Bills
February 23, 2017

1 A. No. If you read the notes, I think it's
2 pretty clear to see he's a pretty abusive person to
3 these little 18, 19-year-old girls.

4 Q. I understand the impact of the notes.

5 A. Yeah.

6 Q. I just wondered if there was anything beyond
7 those notes that you're aware of?

8 A. No.

9 Q. So they encompass everything. All right.
10 And it says down a few more paragraphs you
11 were made aware of these alleged incidents midway
12 through the 2003 to 2004 season.

13 Is that accurate in terms of the timing that
14 you recall?

15 A. Yeah. It was towards the -- yeah, probably
16 more towards the end of the season.

17 Q. Okay. And then, as I understand it,
18 Clarkson -- excuse me. Withdrawn. Sorry about that.

19 After your daughter told you about all this,
20 you complained to Clarkson; is that correct?

21 A. Yes, I did.

22 Q. And they undertook some kind of an
23 investigation. Were you -- you have to say yes or no.

24 A. Yes.

25 Q. Were you part of that investigation at all?

David Bills
February 23, 2017

1 A. I was not part of an investigation, no.

2 Q. Did they interview you?

3 A. Yes. The day that I -- the day that I gave
4 this information to Mr. Collins, who was the president
5 of the school, they brought a group of people into a
6 room, and they made copies of the allegations and
7 everybody had the copies.

8 Q. Who was in this group of people?

9 A. I don't know. It was probably other board
10 members or school members.

11 Q. These are not the girls on the team, though?

12 A. The athletic director was there, I know that.
13 But other than Mr. Collins and the athletic director I
14 could not name anyone.

15 Q. Okay. But were the team players a part of
16 that group?

17 A. No.

18 Q. Okay. Did you ever meet with any of the team
19 players to discuss all this?

20 A. That's how I got the notes, yes.

21 Q. Okay. So that was before you -- was that
22 before you complained to the school?

23 A. The day before, yes.

24 Q. All right. Do you remember what day that was?

25 A. I don't remember the exact date. I think it

David Bills
February 23, 2017

1 was sometime in January or beginning of February. I
2 don't remember the exact date.

3 Q. But 2004?

4 A. Yes.

5 Q. Who did you meet with with the team that day
6 before?

7 A. There was -- well, my daughter was there, and
8 there were probably, I don't know right now, let's say
9 there were between six and ten girls there. And
10 probably at least all of them were complaining, didn't
11 tell us everything, but there was maybe a half dozen of
12 them that gave me specific issues that I had written
13 down on the notes.

14 Q. Okay. Do you remember who gave you what
15 issues? We're going to go through the notes. That
16 might be easier to do then, if you want, but...

17 A. Yeah. It probably would be easier at that
18 point.

19 Q. Okay. We'll do it that way.

20 A. Yeah. And I'll try to recall.

21 Q. Do you remember how long this meeting with the
22 team players took?

23 A. They were probably in my room for a couple
24 hours, I'd say.

25 Q. And where was this?

David Bills
February 23, 2017

1 that. Yeah, yeah.

2 Q. That's all I'm asking. Go on.

3 A. Okay.

4 Q. Do you recall if they said anything about
5 confronting Seeley about -- with these charges at some
6 point?

7 A. I know they talked to the athletic director a
8 lot, and it sure seemed to indicate that they were going
9 that direction to me.

10 Q. All right. Did anybody ever report to you
11 that they had done that?

12 A. No. Only Mr. Collins' letter saying that he
13 had taken the necessary disciplinary actions.

14 Q. So is it safe for me to assume that the only
15 official information you have is from Mr. Collins'
16 letter?

17 A. Correct.

18 Q. Which we'll get to again in a moment.

19 A. Yes.

20 Q. Now, did anything ever happen after this at
21 Clarkson regarding your daughter and these other girls
22 that you're aware of?

23 A. No. It's just -- I think after that he -- he
24 obviously didn't play my daughter much or anything, you
25 know, and some of the other girls that were...

David Bills
February 23, 2017

1 Q. What year of school was your daughter in when
2 this happened?

3 A. She was a freshman.

4 Q. Did she drop out of the program after that
5 year?

6 A. She finished the program, and then she
7 switched schools to go another school to play hockey.

8 Q. So her sophomore year she went to a different
9 school?

10 A. Yes.

11 Q. Where did she go?

12 A. She went to Utica College, which is a
13 satellite school of Syracuse University.

14 Q. And did she play the whole following three
15 years?

16 A. Yes.

17 Q. Okay.

18 A. Yup.

19 Q. At that time were you resident of New York
20 State or --

21 A. Yes.

22 Q. -- you had moved to Florida?

23 A. No. I was a resident of New York State.

24 Q. And at some point there was a claim made that
25 your daughter has been, or was at the time of this

David Bills
February 23, 2017

1 article, in counseling as a result of what had happened
2 several years before. Is that still true?

3 A. Yes, it is.

4 Q. There's been no other instance that caused her
5 to go into counseling besides her harassment with
6 Seeley?

7 A. She never got over what happened at Clarkson.
8 And we just always tried to forget about it.

9 Q. Were there any other serious stressors during
10 that intervening decade that she also related to her
11 counselor that you're aware of?

12 A. Not that I'm aware of.

13 Q. Okay. Do you know of any disciplinary
14 problems your daughter had at Clarkson?

15 A. To my knowledge, she had none. She's a really
16 good kid.

17 Q. Well, the following few paragraphs of
18 Exhibit 2 on the page halfway down, it appears that the
19 comments made here are taken from your notes; is that
20 correct, do you know?

21 A. The --

22 Q. You start on page 2, about halfway down, it
23 says: David Bills was made aware of the alleged
24 incidents by his daughter blah, blah. And then there's
25 a series of remarks, some of which are attributed to you

David Bills
February 23, 2017

1 son of a bitch.

2 Q. Okay. And No. 2 here, it has a little star
3 next to it, is dated 4/10/15, at 1:15 in the afternoon,
4 and that's a call to Jupiter -- to New Jersey or from
5 New Jersey to you in Jupiter; do you recall?

6 A. No. It's --

7 Q. I think it's (732)710-9466 is that your
8 number?

9 A. No.

10 Q. No? Whose number is that?

11 A. I don't know.

12 Q. You don't know?

13 A. No, I don't know. No.

14 Q. Okay.

15 A. I don't know if it's connected with this
16 problem, probably Jon Alba's --

17 Q. Okay.

18 A. -- telephone number probably. Maybe his cell
19 or something.

20 Q. Do you remember whether he called you or you
21 called him?

22 A. No. I think, I don't for sure, I would think
23 that he called me, but I can't be for sure.

24 Q. Okay. So we have an 18-minute call, so that
25 was the first interview you had with him?

David Bills
February 23, 2017

1 A. Yes.

2 Q. All right. And I think we discussed that,
3 that's when you went over your notes with him during
4 that first interview?

5 A. Yes.

6 Q. All right. Did you discuss anything else
7 outside of your notes?

8 A. No.

9 Q. All right. And then we have on 4/11/15 at
10 11:25 a.m. it looks like a 14-minute call. Again, it
11 appears to be from -- either from him to you or you to
12 him. Do you recall that call?

13 A. No. Honestly, no. I know that we talked
14 several times about, you know, the notes that I sent to
15 him, but I don't recall. No.

16 Q. Was each conversation about the notes, or did
17 you add anything else about what you thought regarding
18 how Mr. Seeley should be treated?

19 A. No. I never got into that.

20 Q. All right. So we have several more calls
21 here. We have one on the 12th at 1:30, one on the 13th
22 at 9:15. Were those both calls regarding your notes as
23 best you know?

24 A. Yes, with Jon Alba.

25 Q. And then on the 13th on the next page we have

David Bills
February 23, 2017

1 a two-minute call. Do you recall that telephone
2 conversation?

3 A. No, but it would have been with Jon Alba.
4 He's the only person I ever spoke to there.

5 Q. All right.

6 A. At Quinnipiac. I never spoke to anybody else.

7 Q. And then on the 14th we have another one for
8 10 minutes. And on the 14th a second call for four
9 minutes, and a third call for three minutes on the next
10 page on the 15th, an 11-minute call. Do you remember
11 any -- and on the final page, the 16th, two calls.

12 Do you remember any of these calls at all
13 specifically?

14 A. Not specifically. I remember just going back
15 and forth. He'd have questions for me. He said, you
16 know, they were doing an investigation into it, and
17 they -- I can't remember the specific questions he asked
18 me, but everything we talked about was specific to my
19 notes that I had sent to him.

20 Q. Okay. There were no other topics of
21 conversations beside the notes?

22 A. No.

23 Q. All right. And then Exhibit B is the next
24 exhibit.

25 A. Uh-huh.

David Bills
February 23, 2017

1 Q. And these are the email -- the emails you went
2 back and forth, as I understand it. The first three
3 pages of the emails.

4 A. Sure.

5 Q. And then we get to this letter of
6 September 20, '05 to Barry Coats, was that it?

7 A. Yes.

8 Q. Okay. And it's, at the top of it, it's sort
9 of like a letterhead, David Bills, 1995 Harris Road,
10 Penfield, New York. I take it that was your address at
11 the time?

12 A. Correct.

13 Q. Okay. And this is several -- this is over a
14 year after the incident your daughter had in September
15 of '05; correct?

16 A. Yes.

17 Q. Okay. Now, how did it come to your
18 attention -- your daughter was now going to a different
19 school; right?

20 A. Correct.

21 Q. How did you hear about Mr. Coats' problems?

22 A. Mr. Coats called me directly, and said I
23 understand that you had a problem with Rick Seeley and
24 your daughter, and he said I've heard about your
25 daughter and some of the other daughters that are coming

David Bills
February 23, 2017

1 forward. And he goes, I'm having a problem -- because
2 he was having a problem with his daughter there being --
3 experiencing the same type of things.

4 Q. Did he relate to you what the problem was that
5 his daughter was having?

6 A. I don't remember the exact details because it
7 was that long time ago, but it was very similar to what
8 all these girls had told me that we had put on that
9 list.

10 Q. Okay. When you say assume, there are degrees,
11 obviously, of harshness in the coach just like a marine
12 drill instructor, or chief petty officer we're more
13 attuned to, but there's the use of the F word was one of
14 the big complaints we'll get to, but some of these are
15 physical touching.

16 Did he tell you about anything that involved
17 physical touching that you recall?

18 A. I don't recall, no.

19 Q. You don't recall way one or other, or you
20 don't recall him saying anything like that?

21 A. I just don't recall now. It's been too many
22 years.

23 Q. All right. And then we have after two pages
24 of that letter we have the notes. Now we're at the
25 notes.

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1 A. Uh-huh.

2 Q. And again, these are the notes, the next one,
3 two, three, four, five pages of notes that you took when
4 you met with the girls that night?

5 A. Correct.

6 Q. And after that just to jump ahead, we have a
7 letter from Mr. Collins, the president of the school.
8 That's the letter you've been referring to, I presume?

9 A. Yes.

10 Q. Now, let's talk about the notes a little bit.
11 I start on page 1 here. First thing, it says verbal
12 abuse. Screams at the top of his lungs the follow -- I
13 guess this is the following. So what you're saying is
14 each of these statements 1 through 15, going to the next
15 page, were related to these girls in a screaming
16 fashion?

17 A. That's correct.

18 Q. Okay. First one says: If you want to have
19 fun, fuckoff. Did they explain to you what he meant by
20 that or what prompted that statement?

21 A. No. Just he would get in fits of rages they
22 said, and he would just start screaming at them. If
23 they were, like, goofing off during a practice or
24 something, he just -- that's what he would say. Crazy
25 enough, I know.

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1 Q. So it's your understanding that what prompted
2 that particular remark would have been goofing off at a
3 practice?

4 A. Probably.

5 Q. Okay. And No. 2 is: Don't ever give me that
6 fucking look. Anything you recall specifically they
7 said prompted that?

8 A. Just disciplinary actions on the ice.

9 Q. That meant nothing to me. Explain what you
10 mean.

11 A. In other words, he, if the player wasn't -- if
12 he criticized the player and the player rolled their
13 eyes or something.

14 Q. All right. Do you remember who told you that
15 had happened, which one of the girls?

16 A. I know my daughter for sure.

17 Q. Uh-huh.

18 A. I don't remember exactly which one, which one
19 told me that, but a lot of times when one of the girls
20 would tell me something all the rest in the background,
21 you know, agreeing with it as well.

22 Q. Okay. Going back to No. 1, do you remember
23 who told you about No. 1, if you want to have fun,
24 fuckoff?

25 A. I don't remember exactly, no.

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1 Q. All right. No. 3: What the fuck are you
2 doing? What triggered that?

3 A. Just statements that he used to make to them.
4 I don't know.

5 Q. Now, was the first statement --

6 A. I would never say that to an 18-year-old girl.

7 Q. Was the first statement something that he had
8 repeatedly said, or it was only said on one occasion; do
9 you know that?

10 A. Repeatedly.

11 Q. Do you remember how many times they said he
12 said that?

13 A. No.

14 Q. What about No. 2? Was that repeatedly or a
15 single occasion?

16 A. I'm not sure.

17 Q. Okay. No. 3, was that -- do you remember if
18 that was repeatedly stated or on a single occasion?

19 A. I think that was pretty common.

20 Q. Okay. No. 4, it says: I'm going to fucking
21 replace all of you next year.

22 Now, do you remember who told you that one had
23 been stated?

24 A. Most of the girls that were there. That was
25 like a group they're all saying that.

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1 Q. Was that on a singular occasion or was that
2 repeatedly stated?

3 A. I think repeatedly to the best of my
4 knowledge.

5 Q. Do you know what prompted it when he would say
6 this?

7 A. No.

8 Q. I take it the only objection to that sentence
9 is the use of the F word?

10 A. I'm sorry?

11 Q. I take that the only thing that makes that
12 sentence objectionable is the use of the F word. In
13 other words, if he's just saying I'm going replace all
14 of you next year that would be --

15 A. Yeah.

16 Q. Five, Courtney, if you do that one more time
17 I'm going to chop your fucking legs off. Referee also
18 heard this.

19 All right. Do you know who the referee was
20 that heard that?

21 A. No. My daughter could tell you the game,
22 though, and I'm sure they could go back and find out.

23 Q. This was when she missed a shot or something.
24 Lifted her leg and some shot went underneath?

25 A. Yeah. It's when she lifted her leg and didn't

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1 stop a slapshot that was going towards the net.

2 Q. Why did she do that?

3 A. Why did she? Maybe she didn't want to get hit
4 with a slapshot. I don't know.

5 Q. Did she discuss with you what had occurred
6 beyond just the statement?

7 A. Yeah. She discussed that, yes. She discussed
8 that with me.

9 Q. What did she say?

10 A. She said that when I was on the ice a slapshot
11 was coming, I lifted my legs so it wouldn't hit me in
12 the leg. And when I got back to the bench, that's when
13 he made that statement that if she ever did that again
14 he was going to chop her f'ing legs off, and that's when
15 she was so upset she involuntarily urinated in her
16 hockey gear and on the bench. She was so scared.

17 Q. What made her so frightened of that statement?

18 A. He was in her face 1-inch away screaming at
19 her.

20 Q. All right.

21 A. You're talking about an 18-year-old girl.

22 Q. Anything else?

23 A. No.

24 Q. Did anybody else confirm that had occurred?

25 A. Yes.

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1 Q. Do you remember who?

2 A. It's a lot of girls that were -- they were on
3 the bench --

4 Q. Okay.

5 A. -- told me that, yes.

6 Q. Six: When watching game tapes, replays
7 mistakes up to eight times, and says what the fuck were
8 you thinking on that play.

9 All right. Now, do you remember who brought
10 this one up?

11 A. The whole group.

12 Q. The whole group. And he shouts at them and
13 screaming about this point?

14 A. Yes.

15 Q. And other than the fact he uses the F word, is
16 there anything else objectionable to that?

17 A. No.

18 Q. Seven: Tells players not to tell their
19 parents about what happens in locker room or what was
20 said in locker room. There is none of your parents'
21 business.

22 All right. Now, who told you that?

23 A. The whole group.

24 Q. All right. And why is that objectionable?

25 A. Because they were talking about his behavior.

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1 Q. Okay. No. 9: If you do that one more fucking
2 time you will never play again.

3 Do you remember who told you that?

4 A. He said that to all the girls, as a group they
5 told me that.

6 Q. All right. We're going back to eight again, I
7 forgot. Do you know what prompted that one in
8 particular? I'm sorry, not eight, seven, excuse me.

9 Do you know what prompted him to tell them
10 that their parents had no business knowing what was
11 happening in the locker room?

12 A. No.

13 Q. Then we'll go to nine. I'll skip that and go
14 back to eight in a minute.

15 Any idea what prompted No. 9? If you do that
16 one more fucking time you will never play again, what
17 particular incident?

18 A. I'm sure it was a mistake on the ice, I'm
19 sure.

20 Q. You don't know specifically?

21 A. No, I do not.

22 Q. All right. And the girls said that happened
23 all the time?

24 A. Yes.

25 Q. Now we'll go back to eight, which I skipped

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1 over. If you have a fucking problem with me get in line
2 I'll give you your money back. Who told you that?

3 A. A group of girls.

4 Q. What's it about? Give you what? Get in line
5 and give you what money back?

6 A. Your -- I don't know. Your scholarship money,
7 your money you paid for college, I don't know. That's
8 just what they told me. I don't know.

9 Q. All right. All right. And again, I take it
10 the main complaint is the use of the F word?

11 A. Yes.

12 Q. Same for No. 9, the main complaint is the use
13 of the F word?

14 A. Uh-huh.

15 Q. All right. Ten, told a group of girls they
16 were acting like sluts.

17 Do you know what prompted that one?

18 A. No, I don't know what prompted it, but I know
19 the whole group told me that.

20 Q. You don't know why he said that?

21 A. No.

22 Q. Okay. Do you find that statement
23 objectionable in and of itself irrespective of what
24 prompted it or would the context be important to you?

25 A. They found it offensive, that's what they told

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1 me.

2 Q. Okay.

3 A. I do find it offensive to call an 18-year-old
4 girl sluts, yes.

5 Q. Eleven: You're going to fuck up your
6 scholarship. You are not worth scholarship money.

7 Who told you that one happened?

8 A. The whole group.

9 Q. All right. And is there anything
10 objectionable in that sentence besides the use of the F
11 word?

12 A. I think if the scholarship money, you know,
13 maybe he talked in person rather, and embarrassing the
14 girls, but I guess the main thing is, yeah, the
15 language.

16 Q. No. 12: Talks about scholarship money in
17 front of the entire team and makes threats.

18 What threats was he making that you recall?

19 A. That he would cut their scholarship money. He
20 said, the girls as a group, I do remember this, as a
21 group they said, the girls that were there on
22 scholarships he was always threatening their
23 scholarships.

24 Q. All right. And they objected to that I take
25 it?

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1 A. They who?

2 Q. The girls objected to him threatening their
3 scholarship.

4 A. Oh, yes, yes, yes.

5 Q. And did you find that an offensive act on his
6 part to threaten their scholarships if he thought they
7 were not playing well?

8 A. No, I could understand that, I guess.

9 Q. Thirteen: You fucking suck on the ice and the
10 classroom. What's that about?

11 A. I don't know. That's what he said. That's
12 what the girls told me he said.

13 Q. Do you know what -- do they mean the classroom
14 for some hockey training, or did they mean the regular
15 academic classroom?

16 A. I can't tell you.

17 Q. Okay. And so the objection to that sentence I
18 take is the use of the two words, "fucking" and "suck"?

19 A. Uh-huh.

20 Q. All right. Fourteen: If your dad calls me
21 one more fucking -- that's it. It seems to be deleted.
22 I assume there's something, time, after that?

23 A. Yeah. I do recall vaguely on this one. It
24 was one of the girls was telling me. I don't remember
25 which girl it was, that her dad would call there trying

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1 to get a larger scholarship.

2 Q. Trying to what?

3 A. Trying to get more scholarship money.

4 Q. Okay.

5 A. So in front of the whole group he made this
6 statement, if your dad calls me one more fucking time.
7 And then there was some more written there. It got cut
8 off. I don't know what the rest was.

9 Q. Do you remember which girl it was?

10 A. No, I can't say.

11 Q. All right. Okay. All right. Then on 15, the
12 next page: If you don't wipe that fucking pout off your
13 fucking face you're not going to fucking play.

14 Do you remember where that one came from?

15 A. The whole group of girls told me that.

16 Q. So this is another repeated remark?

17 A. Yes.

18 Q. I take it the objection is the use of the F
19 word?

20 A. Yes.

21 Q. All right. Then the next line says: Demanded
22 personal health information from medical staff and
23 confronted player in locker room.

24 What is that about?

25 A. It was one of the girls saying that she had to

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1 go -- she went to the doctor and the coach asked her the
2 next day. It was a gynecologist she had to go to.

3 Q. Uh-huh.

4 A. And the next day the coach had grabbed his
5 crotch and said how was your -- how did your appointment
6 go? She was upset about that.

7 Q. He grabbed his crotch and said that?

8 A. Uh-huh.

9 Q. Did he say what the appointment was about?

10 A. That's all the girl told me, but she had gone
11 for a -- she told me a gynecologist.

12 Q. Do you remember who it was? What her name
13 was?

14 A. If I -- probably if I had information in front
15 of me with the girls -- the roster or something like
16 that I could come up with it but not off the top of my
17 head.

18 Q. I think this was a one-time issue?

19 A. Yes, it was one time.

20 Q. Next one: There was an article on the
21 Internet about the RPI game. What a psycho Seeley is?

22 A. Uh-huh.

23 Q. What does RPI stand for? Is that Rensselaer
24 Polytechnic Institute?

25 A. It's another Division 1 school.

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1 Q. Is that Rensselaer Polytechnic Institute, is
2 that what it was?

3 A. Could be. I don't know for sure.

4 Q. Did you see the article on the Internet?

5 A. My daughter told me about it.

6 Q. Did you see it, though?

7 A. No, from my -- no, I did not.

8 Q. What did it say about Seeley as best you
9 recall? What was related to you?

10 A. Just from what my daughter told me that he --
11 he just went crazy, like he did all the time, and it
12 was, you know, but it was on the bench. It was
13 witnessed by people enough where they made -- enough
14 that they mentioned it in an article.

15 Q. Do you know when the game had been?

16 A. No, I don't.

17 Q. Do you know if anybody filed a formal
18 complaint with the school about this aside from your
19 complaint?

20 A. No.

21 Q. Then we have NCAA rules. And there's a
22 series, a list of things under that. What is that
23 about?

24 A. This was -- this the whole girl -- the group
25 of girls. I don't know anything about NCAA rules

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1 myself, but a group of girls were saying that we had to
2 done all this -- we had to do all the stuff that is
3 against the NCAA rules. So I just wrote it down. I
4 don't know if it's against the rules or not. I just
5 wrote down what the girls told me.

6 Q. I want to clear up exactly the breaks between
7 these sentences.

8 A. Yeah.

9 Q. So first one is: Made mandatory practice
10 during exam week.

11 So that was a rule break, according to them, a
12 rule break?

13 A. According to them.

14 Q. Trainer knew Seeley was breaking rules.

15 Who was trainer, do you know?

16 A. Shannon, her last name might be Smith, I'm not
17 positive, though.

18 Q. Did the trainer do anything about his
19 allegedly breaking these NCAA rules?

20 A. No. She followed all Seeley's rules.

21 Q. She followed Seeley's rules?

22 A. Yeah.

23 Q. So the girls were faulting her as well?

24 A. Probably.

25 Q. Okay. Seeley was on ice with girls over

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1 Christmas break.

2 That's one allegation, that is two lines;
3 right?

4 A. Yeah. Oh, yeah. Apparently that's against
5 the rules.

6 Q. And is said: Girls had to practice on
7 Thanksgiving Day. Was another rule?

8 A. Uh-huh.

9 Q. And it says: I don't view this any different
10 from a child molester. He has molested my daughter's
11 mind.

12 I take that's your editorial comment?

13 A. That's my editorial, yeah.

14 Q. I cannot believe my daughter has been exposed
15 to this abuse. That was also I presume your editorial
16 comment?

17 A. Uh-huh.

18 Q. I thought Clarkson was safe place for where my
19 child would be protected from this type of action. My
20 wife and I are totally outraged afraid he will hurt her.

21 Her, I presume, is Cortney?

22 A. Yes.

23 Q. And again, that's your editorial remarks?

24 A. Yeah, that was just mine, at the end of it,
25 yeah.

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1 Q. And so far at this point all this is based
2 upon what was related in these notes?

3 A. Correct.

4 Q. Now, I know we have more notes to go, so I
5 presume that's included too. It says: Bus ride to
6 Cornell, a five-hour trip. And they said he didn't
7 allow them to have blankets, pillows, et cetera --

8 A. Correct.

9 Q. -- on the next page?

10 All right. Did he tell -- did anybody tell
11 you why he did that?

12 A. No. They said this is -- and the whole group
13 of girls told me that that's what he had done.

14 Q. But they didn't tell you why he said that, or
15 why he wouldn't let them do these things?

16 A. No.

17 Q. On the next page, it says, it's headed with
18 Physical. Are these the things, I take it this is a
19 list of things that he did physically that --

20 A. Correct.

21 Q. -- frightened the girls or upset the girls?

22 A. Yes.

23 Q. He punches walls. They said he did that.
24 Throws clipboards, threw -- oh, is it stick in stands?

25 A. Threw a stick, yeah. Oh, yeah. I spelled it

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1 wrong.

2 Q. A hockey stick you mean?

3 A. Yeah.

4 Q. Into the stands?

5 A. In the stands, yeah.

6 Q. And said, fuck this and left the ice.

7 Did he do that on only one occasion? Did he
8 do these things on more than one occasion, or are these
9 all singular incidents?

10 A. More than one occasion, yes.

11 Q. Totally loses control of his mind. That's
12 their judgment; right?

13 A. That's theirs, yes. These are comments they
14 made.

15 Q. Now, it says: If mistake was made on ice, he
16 will pull my jersey. Get in my face and swear repeating
17 fuck time after time.

18 That's apparently by one person. Do you
19 remember who said that?

20 A. Well, I know he did that to my daughter.

21 Q. Okay.

22 A. But I don't know exactly who told me that, no.

23 Q. Okay.

24 A. I'm not sure if that was my daughter.

25 Q. I'm afraid he is going to hit me. Who said

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1 that?

2 A. I can't tell you exactly.

3 Q. Okay.

4 A. But I know my daughter had said that before,
5 definitely.

6 Q. Was there anything else aside from the items
7 gone through in all these notes, which I am not finished
8 yet, but aside from what's in your notes that led your
9 daughter to be fearful that he might strike her that
10 you're aware of?

11 A. No, just everything in these notes.

12 Q. Okay. And we had the next thing about the --
13 Made my daughter so frightened when he was in her face
14 saying what the fuck, she urinated in her hockey gear
15 and on the bench. We talked about that already?

16 A. Yeah.

17 Q. That was when -- caused that, I forgot.
18 That's when -- that was when she missed the slapshot;
19 right?

20 A. Yes, yes.

21 Q. Okay. Picked up a hockey stick and said do
22 you want, I guess to learn, how to fucking fight while
23 he was in her face, and then threw down the stick.

24 What's that about, do you know?

25 A. There was a one-time incident and one of the

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1 girls had told me that night. I don't recall which girl
2 it was.

3 Q. Okay. I don't quite understand what that
4 meant, though. What does the sentence mean? What did
5 he do?

6 A. I don't know. I, you know, I'm not in this
7 guy's mind. I don't know.

8 Q. All right. Not allowed to have sex with your
9 boyfriend. We do not want to have a team full of sluts.
10 What caused that?

11 A. I don't know, but a lot of girls said it that
12 night, as a group they said it.

13 Q. And that made them fearful of him?

14 A. And they made -- that was repeatedly too. It
15 wasn't just one time.

16 Q. All right. And that made them fearful of him?
17 What was the effect of that?

18 A. I'm sure it made them fearful. I don't know
19 what, you know, they were upset about it.

20 Q. Why do you find that offensive?

21 A. I would find it offensive as a father to have
22 a man call my daughter a slut. They probably didn't
23 really much like it either, I would imagine.

24 Q. Okay. Grabbed my face mask and turned my head
25 with a jerk.

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1 Do you remember who said that?

2 A. No. It was one of the girls that was -- it
3 was one of the girls that was there that night. I don't
4 remember now.

5 Q. Was that a singular incident?

6 A. Probably.

7 Q. Okay. Next was: Grabbed my daughter's jersey
8 and yanked her --

9 A. Back to the bench, back on bench.

10 Q. And that was your daughter I take it?

11 A. Yes.

12 Q. Do you remember what caused that?

13 A. I don't know exactly why he did it.

14 Q. Was that a singular incident or repeated?

15 A. That happened more than once.

16 Q. All right. Go to next page. Feelings of
17 girls on team. I take it that's a heading, actually?

18 A. Yes.

19 Q. Okay. Ruined hockey for me. Want to quit
20 hockey. Afraid to go to rink. Cannot sleep at night.

21 Now, did these come from the girls? The whole
22 list of things?

23 A. Yes, as a group.

24 Q. All right. Was there anyone who said
25 specifically that you recall that he ruined hockey for

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1 her?

2 A. I mean, I know -- I know for a fact that my
3 daughter felt that way, that's why she transferred, and
4 I know there were other -- but as a -- it was more as a
5 group, a lot of people, a lot of them were saying that.

6 Q. Want to quit hockey. Anybody specifically
7 bring that up, or was that a group?

8 A. This is just a group thing, just some comments
9 being shouted out.

10 Q. Afraid to go to rink. Anybody specifically
11 say that that you recall?

12 A. Just as a group, no.

13 Q. Cannot sleep at night. Was that as a group or
14 one person?

15 A. That was my daughter.

16 Q. That was your daughter?

17 A. Uh-huh.

18 Q. Afraid he is going to hit me. Is that one
19 person or a group?

20 A. As a group. There were many of them that were
21 fearful of that.

22 Q. But he never hit any of them, did he, that
23 you're aware of?

24 A. Not that I'm aware of.

25 Q. Makes us cry daily. That was the group I take

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1 it?

2 A. Yes.

3 Q. Makes us distant from our parents. I don't
4 understand that one. What exactly were they talking
5 about?

6 A. I think it just goes back to another statement
7 that was made earlier, that what happens in the locker
8 room, whatever happens there stays there.

9 Q. All right.

10 A. Don't talk your parents about anything.

11 Q. All right. I'm afraid when he grabs our
12 jerseys. Who said that?

13 A. As a group. There were several of them that
14 did.

15 Q. Suffer from stress. I take it that's the
16 group?

17 A. Group, yes.

18 Q. Makes us feel really poor about ourselves.
19 That must be the group?

20 A. Uh-huh.

21 Q. Mental abuse, was the group also?

22 A. Yes.

23 Q. All negative comments. What does that mean?

24 A. No positive comments.

25 Q. You mean his comments all negative?

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1 A. Yes.

2 Q. That isn't the group's comments are all
3 negative, just the --

4 A. No. It was -- yeah.

5 Q. Want to drink to forget all bad times with
6 coach. Who said that?

7 A. I think this is a group. Somebody, you've got
8 to understand, this was a group of girls, and this is in
9 raw form, that's why it's not neat.

10 Q. I understand.

11 A. You know, I just wrote everything down that
12 they were all telling me, so...

13 Q. All right.

14 A. And --

15 Q. I am so afraid when I think about the coach at
16 night that I have another girl on the team sleep with me
17 so I can close my eyes. Who said that?

18 A. My daughter.

19 Q. Anybody else?

20 A. No.

21 Q. Okay. Can't concentrate on my studies and
22 classes because I'm worried about abuse I will receive
23 in practice that day. Was that your daughter also?

24 A. No.

25 Q. Who was that; do you recall?

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1 A. I can't recall.

2 Q. Just one of them; right?

3 A. Yeah, I think it was just one. I'm trying to
4 do the best I can. This is a lot of years ago, so...

5 Q. I understand, I know. He really scares me
6 when he screams fuck in my face.

7 Was that anybody in particular?

8 A. No. All the girls were saying that. So it
9 was probably a group.

10 Q. Want to transfer to another school. Is that
11 all of them, or just one or them, or two of them, or
12 what?

13 A. I think it was a mutual feeling among most of
14 them, but they couldn't because they had scholarships.
15 They didn't want to lose them.

16 Q. All right. Want to tell other girls not come
17 to our school to play hockey, so their sport will not be
18 ruined like mine was. Who said that?

19 A. I'm not sure exactly who it was.

20 Q. All right. Let's look at the next one Bills'
21 4, or whatever, Exhibit 4.

22 (Plaintiff's Exhibit No. 4 was marked for
23 identification.)

24 BY MR. MITCHELL:

25 Q. Take a look at what's marked as Bill's 4.

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1 answer it.

2 A. Did he just tell me not to?

3 Q. No.

4 MR. KAIRALLA: No. Go ahead.

5 THE WITNESS: Oh, okay. No.

6 BY MR. MITCHELL:

7 Q. You didn't realize that? You did not think
8 that would have a detrimental effect?

9 A. No. The article I read he was already fired.

10 Q. What about the future, his ability to work
11 elsewhere after Quinnipiac?

12 A. I never really thought into that.

13 MR. MITCHELL: Take a one-minute. We're going
14 to take a five-minute break.

15 (A break from 11:11 a.m. to 11:14 a.m.)

16 BY MR. MITCHELL:

17 Q. Let me ask you this: After you talked to
18 these girls that evening in your room, did you make any
19 effort to independently verify any of their statements?

20 A. No. I was hearing it from a group of girls,
21 you know. Hearing the same story from multiple sources.

22 Q. When that group met the next day, the athletic
23 director, Mr. Collins, et cetera --

24 A. Uh-huh.

25 Q. -- and they had copies of your notes, did you

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1 ask any of them if they had heard any of these -- about
2 any of the incidents?

3 A. No.

4 Q. Did they say anything about it to you?

5 A. I don't recall, no, that would be the answer
6 because I don't --

7 Q. Do you recall if any of them said anything to
8 the effect that they heard about this before, that they
9 experienced other problems, anything like that?

10 A. No, I don't recall.

11 Q. You don't recall?

12 A. I don't recall.

13 Q. All right.

14 A. No.

15 Q. Did it ever occur to you that the girls might
16 have been lying?

17 A. No.

18 Q. Did it ever occur to you they might have been
19 elaborating on what happened?

20 A. No. They were pretty upset.

21 Q. So when you concluded your meeting with them,
22 you were absolutely convinced they were telling you the
23 truth?

24 A. 100 percent, yes.

25 Q. Now, you got the letter from Mr. Clarkson in

David Bills
February 23, 2017

1 February of '04, saying that they had --

2 A. Mr. Collins.

3 Q. -- taken appropriate action.

4 A. Yes.

5 Q. Did you ever contact him again to find out
6 what that action was?

7 A. No.

8 Q. Did you ever contact anybody at the university
9 to find out what they had concluded occurred?

10 A. No.

11 Q. Did you ever ask any of the girls what they
12 heard had happened other than your daughter?

13 A. No, just my daughter.

14 Q. And if I recall, your daughter told you that
15 he had been sent to anger management training, and had
16 been removed from the ice for some period of time?

17 A. Correct.

18 Q. Do you know how long a period of time that
19 was?

20 A. I don't know for sure. I think my daughter
21 said a couple weeks.

22 Q. Was that removal from the ice while she was
23 still there, or after she transferred to another school?

24 A. While she was still there.

25 Q. Did you ever speak to any of the assistant

David Bills
February 23, 2017

1 A. No.

2 Q. Did you particularly care if he did or didn't?

3 A. I never had -- I was never out to get
4 Mr. Seeley. If I wanted to have done something, I would
5 have done it 12 years ago when my daughter was at
6 Clarkson. We turned the page on that, went on with our
7 lives. I never went to anybody. I never went to any
8 news. I never went to an attorney. I never went back
9 to the school. My daughter left there and we turned the
10 page.

11 Q. Then why did you get so involved in it so many
12 years later when you talked to Jon Alba?

13 A. I didn't -- I don't know if I was that -- got
14 that involved in it. It was an article that he had
15 already been terminated for the same abuse that my
16 daughter had gone through, and it was painful for my
17 wife and I as well as my daughter. And, you know, I
18 felt at that point I just needed to tell the truth. I
19 just needed to tell the truth so no other girls have to
20 suffer the consequences.

21 Q. Now when you say you had to tell the truth,
22 that's based upon the assumption of what they have
23 related to you that night in your room was accurate?

24 A. Correct.

25 Q. And you have no reason to believe it wasn't?

David Bills
February 23, 2017

1 of this type have affected coaches in other athletic
2 programs in the past?

3 A. No.

4 Q. All right. Did it ever occur to you when you
5 talked to Q30 that you could be destroying Mr. Seeley's
6 career, contributing to the destruction of his career?

7 MR. KATON: Object to the form of the
8 question.

9 MR. MITCHELL: I'll restate the question.
10 BY MR. MITCHELL:

11 Q. Did it occur to you when you called -- when
12 you talked to Q30 that you might be destroying
13 Mr. Seeley's career?

14 A. No.

15 Q. Did it occur to you when you talked to Q30
16 that you might be contributing to the destruction of his
17 career?

18 A. No.

19 Q. Did you --

20 A. It was never my goal.

21 Q. Did you particularly care one way or the
22 other?

23 A. Like I say, my goal is not to harm him. It
24 was just to get the truth out.

25 Q. All right. So you didn't really think about

David Bills
February 23, 2017

CERTIFICATE OF REPORTER

THE STATE OF FLORIDA
COUNTY OF PALM BEACH

I, April Goldberg, Florida Professional Reporter, do hereby certify that I was authorized to and did stenographically report the deposition of DAVID BILLS; that a review of the transcript was requested; and that the foregoing transcript, pages 4 through 77, is a true and complete record of my stenographic notes.

I further certify that I am not a relative, employee, attorney, or counsel of any of the parties, nor am I a relative or employee of any of the parties' attorney or counsel connected with the action, nor am I financially interested in the action.

The foregoing certification of this transcript does not apply to any reproduction of the same by any means unless under the direct control and/or direction of the certifying reporter.

Dated this 7th day of March, 2017.

April Goldberg, FPR
Florida Professional Reporter

Exhibit X

NO.: NNH-CV-15-6057734 : SUPERIOR COURT
RICHARD SEELEY : J.D. OF NEW HAVEN
VS. : AT NEW HAVEN
QUINNIPIAC UNIVERSITY, ET AL. : DECEMBER 8, 2015

AFFIDAVIT IN SUPPORT OF DEFENDANT DAVID BILLS'S MOTION TO DISMISS

David Bills, having been duly sworn and cautioned, hereby deposes and says:

1. I am an individual who resides in Tequesta, Florida, and a defendant in the above-captioned action.

2. I am over the age of eighteen (18) years and understand and believe in the obligations of an oath.

3. I am familiar with this matter and, in so far as it relates to Plaintiff's allegations regarding jurisdiction over me in the State of Connecticut, I have personal knowledge of the facts set forth herein.

4. I make this affidavit in support of my Motion to Dismiss all counts related to the Plaintiff's Complaint dated October 13, 2015.

5. Upon information and belief, the Plaintiff is a resident of the State of Connecticut.

6. By his complaint, the Plaintiff seeks to exercise personal jurisdiction over me in Connecticut.

7. I do not, however, maintain minimum contacts with Connecticut for purposes of personal jurisdiction.

8. On or about April 9, 2015, I left a private comment to an article published online by Q30Television.com, Quinnipiac University's student run television sports network and website, regarding the Plaintiff's resignation as women's hockey coach from Quinnipiac University.

9. The comment was not displayed publicly on the website.

10. On or about April 9, 2015 at approximately 10:02 p.m., I placed a telephone call to Quinnipiac University's athletic department, expressing my satisfaction with the Plaintiff's resignation.

11. The only other contact I have had with Connecticut was via telephone and e-mail with a Quinnipiac University Student Journalist ("QU Student Journalist") who was conducting research for a news story about the Plaintiff, after he resigned.

12. True and accurate copies of the telephone records between myself and the QU Student Journalist are attached hereto as Exhibit A.

13. True and accurate copies of emails between myself and the QU Student Journalist are attached hereto as Exhibit B.

14. All of the above stated communications with Connecticut were after the Plaintiff resigned.

15. Other than the above stated communications, I have no contacts with Connecticut.

16. I do not transact business in Connecticut.

17. I have not committed any tortious act within Connecticut.

18. I have not committed any tortious act outside Connecticut, which caused injury to any person or property within Connecticut.

19. I do not solicit business in Connecticut, nor engage in any other persistent course of conduct within Connecticut.

20. I do not derive substantial revenue from any goods used or consumed or services rendered in Connecticut.

21. I do not derive substantial revenue from any interstate or international commerce in Connecticut.

22. I do not own, use, or possess any real property situated within Connecticut.

23. I do not use any computer, or computer network within Connecticut.

24. Accordingly, personal jurisdiction cannot be exercised over me as a Defendant in the above captioned case.

David Bills
David Bills

STATE OF FLORIDA

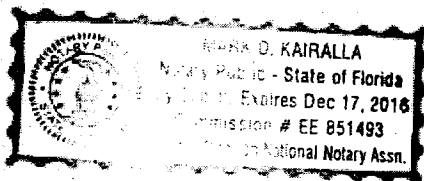
COUNTY OF Palm Beach

SS: _____, FL

I hereby certify that I have reviewed the above Affidavit in Support of the Defendant David Bills's Motion to Dismiss and that it is true and accurate to the best of my knowledge and belief.

David Bills
David Bills

Subscribed and sworn to before me this 9th day of December, 2015.



[Signature]
Notary Public
My Commission Expires:

Exhibit Y

(1) 4/9/15 10:02PM 203-582-3294 Off-Pe N&W Tequesta FL New Haven CT 1

★(2) 4/10/15 1:15PM 732-710-9466 Peak M2Mallow Jupiter FL Metuchen NJ 18

~~★~~(2) 4/11/15 11:25AM 732-710-9466 Off-Pe N&W Jupiter FL Metuchen NJ 14

~~★~~(4) 4/12/15 1:30PM 732-710-9466 Off-Pe N&W Tequesta FL Incoming CL 15

~~★~~(5) 4/13/15 9:15AM 732-710-9466 Peak M2Mallow Jupiter FL Metuchen NJ 19

★ 4/13/15 2:36PM 732-710-9466 Peak M2Mallow Jupiter FL Incoming CL 2

★ 4/14/15 10:26AM 732-710-9466 Peak M2Mallow Jupiter FL Incoming CL 10

~~★~~ 4/14/15 4:26PM 732-710-9466 Peak M2Mallow Jupiter FL Incoming CL 4

~~★~~ 4/14/15 7:56PM 732-710-9466 Peak M2Mallow Tequesta FL Incoming CL 3

~~10~~ 4/15/15 8:27PM 732-710-9466 Peak M2Mallow Tequesta FL Metuchen NJ 11

4/16/15 4/16/15 8:31PM	732-710-9466	Peak	M2Mallow	Tequesta FL	Metuchen NJ	1
4/16/15 4/16/15 8:47PM	732-710-9466	Peak	M2Mallow	Tequesta FL	Incoming CL	11

Exhibit Z

You're seeing Basic Mail because you're using an unsupported Internet browser. Upgrade your browser or get the mobile app for the full Yahoo experience. Don't show this again.

seeley

Search Mail

Search Web

david

Account Info

Sign Out

Home

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Contacts

Notepad

Calendar

Compose

Delete

Reply

Reply All

Forward

Actions

Apply

Back to

-25%

-23%

Inbox (2324)

Drafts (244)

Sent

Spam (401)

Trash


[Empty]

[Empty]

My Folders

[Edit]

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Turbo Your PC

#1 Reason Not To Buy A New Computer

US-Matrr...

Sealy Columbus Day Sale I ...

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Re: Regarding Seeley

Saturday, April 11, 2015 12:06 PM

From: "david bills" <davidebills@yahoo.com>

To: "Jon Alba" <jonalbasfc@gmail.com>

Full Headers Printable View

1 Files 1 MB Download All

PDF 1 MB

seeley.PD

Save

Jon,

Please let us know if any of these did not come through. Please call me with any questions

David Bills

Island Contracting & Remodeling, Inc.

273 S. US Highway 1

Tequesta, FL 33469

Ph. (561) 693-8882

Fax (561) 741-3719

www.islandcontractingfl.com

On Fri, 4/10/15, Jon Alba <jonalbasfc@gmail.com> wrote:

Subject: Re: Regarding Seeley

To: davidebills@yahoo.com

Date: Friday, April 10, 2015, 10:31 PM

Hi

Dave,

Just wanted to say

thank you again for the information and contacts today. We

feel we are moving towards a good position in getting this

story out. We are aiming for a release on Sunday or

Monday.

Let me know

what the status is on those documents whenever you get a

free moment. Can't say enough how much we appreciate the

assistance. Your daughter's story is powerful, and we

will be talking with teammates as well.

Thanks again,

Jon

On Fri, Apr 10, 2015 at

10:28 AM, Jon Alba <jonalbasfc@gmail.com>

wrote:

Hello David,

Hope

all is well. My name is Jon Alba, and I am one of the

journalists who helped report the Seeley

story.

Would you be

interested in talking more about what happened with your

daughter's experience at Clarkson? We believe that is a

side of the story that needs to be told. We are continuing

to delve deeper into the story, and learning it is a lot

worse than what meets the eye.

If you would like to discuss more,

feel free to email me back or reach me at the number

below.

Kohler K-487 Memoirs

7" Towel Ring

-25%

Kohler K-490 Memoirs

Single Post Tissue

-25%

\$237.50

Shop

-23%

Kohler K-2239-S

Memoirs Classic 15" ...

-25%

Kohler K-486 Memoirs

24" Towel Bar

Kohler K-16254

Modern Timeless

Best,

Jon Alba MLB Network Production Intern
2014 MLB Advanced Media Multimedia Intern 2013
General Manager of Q30
Television 732-710-9466

Jon Alba MLB Network Production Intern
2014 MLB Advanced Media Multimedia Intern 2013
General Manager of Q30
Television 732-710-9466

Compose

Delete Reply Reply All Forward **Actions** **Apply** Back to Search Results

Exhibit AA

David Bills
1995 Harris Road
Penfield, NY 14526

9/20/05

Dear Barry Coats,

Enclosed are a few pages of problems my daughter experienced while playing ice hockey at Clarkson University under the coaching of Rich Sealey.

I must warn you the content is very troubling to read. My daughter still has emotional problems concerning this issue to this day.

This was a very abusive situation that was brought to the attention of the president of the University, Anthony Collins. From my understanding the only action that was taken was anger management classes for Rich Sealey.

I am very sorry to hear that your daughter experienced the same abuse. My heart goes out to her and I hope in time she can heal emotionally.

It is very upsetting to hear that the same abuse continues to happen at Clarkson University. I look forward to meeting you some day and I wish your daughter the best of luck.

Sincerely,

David Bills

Barry Coats

The following 4 pages are my notes that I took from my daughter and several other girls that were on the team.

The following notes were turned over to the president of the school Anthony Collins in January of 03.

As I warned you before the content is very upsetting.

David BLS

Verbal abuse

Screams at the top of his lungs the following

- ① If you want to HAVE Fun - Fuck OFF
- ② Don't ^{ever} give me that fucking Look
- ③ What the fuck are you doing
- ④ I'm going to fucking replace all of you next year
- ⑤ Courtney If you do that one more time I'm going to chop your fucking Legs off. (referee also heard this)
- ⑥ When watching game tapes - replays mistakes up to 8 Times ~~and~~ says what The Fuck were you thinking on that play.
- ⑦ Tells players not to tell their parents about what happens in locker room or what was said in Locker Room. This is none of your parents business.
- ⑧ If you have a fucking problem with me get in line and I'll give you your money back.
- ⑨ If you do that one more fucking time you will never play again.
- ⑩ Told a group of girls they were acting like sluts.
- ⑪ You're going to fuck up your scholarship you are not worth your scholarship money.
- ⑫ Talks about scholarship money in front of entire team and makes threats.
- ⑬ You fucking suck on the ice and the classroom
- ⑭ If your dad calls me one more fucking

⑮ If you dont wipe that, fucking poot off your fucking face you are not going to fucking play.

Demanded personal Health information from medical staff and confronted player in locker room.

There was an article on the Internet about the RPI Game - what a Psycho Sealy is

NCAA RULES

made mandatory practice during exam week
Trainer new sealy was breaking rules
Sealy was on Ice with girls over christmas break

Girls had to practice on Thanksgiving DAY

I dont view this any different from a child molester
He Has molested my daughters mind.

I can not beleive my daughter has been exposed ~~to~~ TO This Abuse

I thought CLARKSON was a SAFE place
Where my child would be protected

from this type of Actions
my WIFE AND I ~~Q~~ are totally outraged and afraid he will hurt her

BUS Ride - CORNELL

5 HR TRIP

NO Blankets

NO PILLOWS

NO Sleeping

NO Smiling

NO Laughing

NO talking

^{Puster}
Bumps them to WAKE UP

~~Not sure but for 7 hours and then~~

Seely ~~He~~ walks up and down aisle ~~so~~

bumping and poking Girls that

start to fall asleep.

Physical

Punches walls
throws clip boards
Threw sick in stands AND
SAID FUCK THIS AND LEFT THE ICE
Threw markers

Totally Loses Control of his mind
If mistake is made on ice
he will pull my jersey + GET in
my face and swear repeating
fuck time after time

I am afraid he is going to
hit me.

Made my daughter so frightened
when he was IN her face saying
what THE FUCK - SHE urinated
IN her Hockey gear AND ON bench.

Picked up Hockey stick and said
do you want Learn How to ^{fucking} fight
while he was in her face AND threw down ^{stick}

NOT allowed to have sex with your
boy friend we do not want to
have a team full of sluts

Grabbed my face mask and
turned my head with a jerk

Grabbed my daughter jersey and
yanked her back on bench. ~~Grabbed her~~

Feelings OF GIRLS ON TEAM

Ruined Hockey FOR ME

Want to Quit Hockey

Afraid to Go to RINK

Can not sleep at night

Afraid he is going to HIT me

MAKES US CRY daily

Makes us distant from our parents

I'm afraid when he grabs our jerseys

SUFFER FROM STRESS

MAKE US Feel really poor about ourselves

MENTAL ABUSE

ALL Negative Comments

Want to DRINK TO ~~FOR~~ Forget

all bad times with coach

I am so afraid when I think

about the coach at night that

I have another girl on the team

sleep with me so I can close

my eyes.

Can't concentrate on my studies

and classes because I am worried

about the abuse I will receive

in practice that day.

He really scares me when he screams

Fuck in my face.

Want to transfer to another school.

Want to tell other girls NOT to come

to our school to play hockey so their

SPORT will not be ruined like mine was.



OFFICE OF THE PRESIDENT

February 23, 2004

Mr. David Bills
1995 Harris Road
Penfield, NY 14526

Dear Mr. Bills:

I have received your February 9, 2004 letter. My apologies for only now getting back to you as I have been traveling for our winter Board of Trustees meeting. I have asked Coach Seeley to provide me background with regard to your letter. I will let you know of the outcome of my further review.

There has been a lot of time and energy devoted to this matter. Appropriate actions have been taken and I do believe it is time to move forward. For all involved I hope this can be achieved.

Sincerely,

A handwritten signature in black ink, appearing to read "Tony Collins", written over the printed name and title.

Anthony G. Collins
President

Anthony G. Collins, President
Clarkson University, PO Box 5500, Potsdam, New York 13699-5500
315-268-6444 FAX 315-268-7993 e-mail tony.collins@clarkson.edu

Exhibit BB

You're seeing Basic Mail because you're using an unsupported Internet browser. Upgrade your browser or get the mobile app for the full Yahoo experience.
Don't show this again.

david

Compose

Inbox (2324)

Drafts (244)


Sent

Spam (401) [Empty]

Trash [Empty]

My Folders [Edit]

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Drivers Hit With a Big Surprise

Contacts

Notepad

Calendar

Delete Reply Reply All Forward Back to

US-Matrr... Sealy Columbus Day Sale I... Sponsored

Article

Tuesday, April 14, 2015 7:53 PM

From: "Jon Alba" <jonalbasfc@gmail.com>

To: davidebills@yahoo.com

Full Headers Printable View

<http://q30television.com/2015/04/14/former-clarkson-players-accuse-ex-quinnipiac-coach-rick-seeley-of-abuse/>

Jon Alba
MLB Network Production Intern 2014
MLB Advanced Media Multimedia Intern 2013
General Manager of Q30 Television
732-710-9466

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Kohler K-2239-8
Memoirs Classic 16" ...

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Kohler K-454-4V
Memoirs Widespread

-23%

\$274.58

-25%

Kohler K-486 Memoirs
24" Towel Bar

-23%

Kohler K-487 Memoirs
7" Towel Ring

Kohler K-486 Memoirs
18" Towel Bar

Compose Delete Reply Reply All Forward Back to Search Results

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Page 1 of 1

Exhibit CC



Quinnipiac University
Channel 30

DON'T MISS

Home / Q30 Sports / Former Clarkson players accuse ex-Quinnipiac coach Rick Seeley of abuse

Former Clarkson players accuse ex-Quinnipiac coach Rick Seeley of abuse

By Jon Alba

Like 191

Tweet

G+ 0

Updated: April 14, 2015



Reporting for this story was done by Jon Alba and Morey Hershgordon. Due to the graphic nature of the content, reader discretion is advised.

Less than a week after Quinnipiac University women's ice hockey coach Rick Seeley resigned from the school amid allegations of abuse, multiple former Clarkson University players have stepped forward with accusations of their own.

Q30 Sports reported Wednesday Seeley had been under internal investigation following an incident during the NCAA Tournament where he allegedly grabbed one of his players in a forceful manner. There has been no public account of the incident as of yet. Several former and current Quinnipiac women's ice hockey players contacted for this story declined comment. Seeley did not respond to Q30 Sports' calls for this piece.

The report prompted three of Seeley's former players at Clarkson, as well as a player's father, to contact Q30. All sources were independently interviewed for this story. Seeley began his Division I coaching career at Clarkson with the start of the 2003-2004 season, also Clarkson's first in Division I play.

"Everything was all about winning and performance on the ice, I don't think he really cared about any of us as people, just as athletes," Caillin O'Hara said. O'Hara transferred to SUNY Cortland following the 2003-2004 season.

Much of the abuse came from Seeley's desires to succeed, the players said.

Courtney Bills, who played for Seeley in his first season, said she is still in therapy today as a result of the alleged abuse, more than 11 years after last playing for him.

"There was times where he would take a helmet and throw it in the locker room, punch the chalkboard, slam the door screaming in your face," she said.

ABOUT JON ALBA



Q30 TELEVISION

@Q30Television January 12, 2016



Power Rankings: ECAC women's ice hockey - <https://t.co/QledGIaHEP>
<https://t.co/14we0nDgC>

View photo

@Q30Television January 12, 2016



Power Rankings: ECAC men's ice hockey - <https://t.co/SMEzJ52xK3>
<https://t.co/z11VLtDVTW>

View photo

@Q30Television January 10, 2016



Quinnipiac edges Harvard 5-4 in OT, claim "Rivalry on Ice" trophy PC: QU Athletics - <https://t.co/YlchN5rkH4>
<https://t.co/EKNvudmilt>

View photo

@Q30Television January 9, 2016



Quinnipiac falls on the road, drops first game to Monmouth since 2010
<https://t.co/i85CQF0f8E>
<https://t.co/Juorg65LOb>

View photo

@Q30Television January 7, 2016



MAAC Men's and Women's Basketball Weekly: New Year's Edition
<https://t.co/4EJzO81rWp>
<https://t.co/0C8UPZ102x>

View photo

Bills also transferred from the program after she could no longer deal with Seeley's methods.

HOME ABOUT NEWS SPORTS ENTERTAINMENT STUDENT CONTENT

Search

She recalled one particular incident both she and her father claim occurred during a game as a referee witnessed.

"I remember one time, I lifted my leg when a slap shot was coming at me," she said. "And I got to the bench and he grabbed me by the jersey, and just, how he probably did the same thing to this other girl [in the NCAA Tournament], and said 'If you do that one more time, I'm going to f---ing cut your legs off.'"

She said the incident traumatized her enough she involuntarily urinated in her pants, leaving her speechless.

"I just have never been, ever, ever treated like that in my whole life," she said. "I've never been that scared."

"It was only a matter of time before he got caught," David Bills, Courtney's father, told Q30 Sports. "He was an extremely abusive man and should not be coaching young women."

Jillian Nolan-Staley, then known as Jillian Nolan, suited up for Clarkson for two seasons before joining Courtney at Utica. She said Seeley would skate the players until they "puked" before or after games.

"We lost a game that he wanted to win, and actually the reason we got off the ice at that time was when the zamboni opened the doors and pretty much came onto the ice," Nolan-Staley said. "I don't think his intentions were to have us stop skating at any particular time."

Nolan-Staley said many brought their concerns to their assistants, but little came from it.

"To cry to our assistant coaches – we had a female assistant coach, thank God, who was nothing like the way he treated people, but at the same time, even the good in her can be brainwashed to his techniques," she said.

David Bills was made aware of the alleged incidents by his daughter midway through the 2003-2004 season. In 2005, he penned a seven-page letter to another parent with a daughter on the team. The letter contains handwritten accusations from a year and a half prior of verbal, physical and mental abuse gathered after speaking with "at least" eight Clarkson players, including his daughter, Nolan-Staley and O'Hara. He said he took the notes directly to President Anthony G. Collins and other administrators.

Among the accusations in the notes are claims of Seeley forbidding his players from having sex with their boyfriends because "[they] do not want a team full of sluts."

A bus ride from a game against Cornell University is chronicled, where it is alleged Seeley did not allow any blankets, pillows, sleeping, smiling, laughing or talking. O'Hara said this was typical of most bus rides, and if any of those rules were violated, he would bump into or poke the players.

The notes also detail the mental abuse Seeley allegedly inflicted on the players. One mentions they were afraid he would hit them, while another claims she was afraid to fall asleep without another girl on the team physically in bed with her so she could close her eyes. Another said Seeley made her want to "drink to forget" all the bad times.

They also say Seeley informed his players not to tell their parents what went on in the locker room, because he said it was none of their business. "F—" is frequently mentioned throughout the papers.

"The word 'f—' was used like the word 'the' around the team," David said.

O'Hara said the athletics department then interviewed each player one by one. She said the women who spoke up were then isolated from the rest of the team.

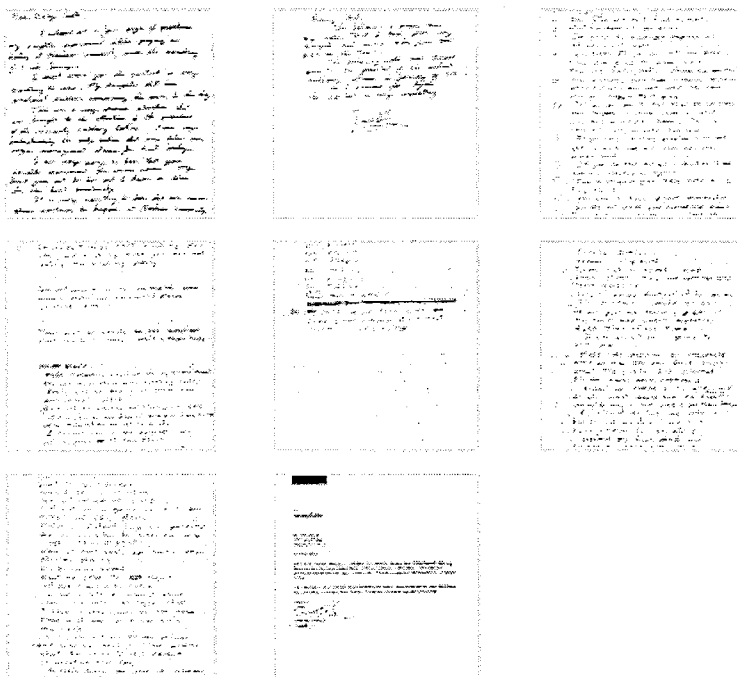
"It was definitely swept under the rug and not really dealt with," she said. "We were definitely made examples of after that, because he knew we had come forward about him to the school, so he was not happy."

She said she rarely saw ice time following being interviewed, a punishment both Courtney and Nolan-Staley also said was inflicted on them and the others who spoke up.

Search

After some time had passed, David contacted Clarkson administration in February of 2004 once more to find out what sort of discipline had been taken on Seeley. He received a letter from Collins two weeks later, confirming the university would review the situation. He noted "appropriate actions" had been taken, and wished to move forward from the incident. Collins also promised to notify David of the outcome of the review.

The notes and administrative letter provided to Q30 Sports can be found below. A link to the photos can be found in PDF format [here](#).



Eleven years later, David said neither Collins nor the university have contacted him. David said he had heard Seeley was ordered to anger management, which gave him temporary peace of mind, though said little changed with the coach's demeanor during the remainder of his daughter's tenure at the school.

When asked to confirm the review on Seeley and what specifically the "appropriate actions" were, a Clarkson University official declined comment. Q30 Sports was told school policy prohibits the disclosure of any personnel information regarding any employee, past or present.

"While we cannot speak to questions about specific employees, we do look into student and family concerns brought to our attention," Director of News & Digital Content Services Michael P. Griffin said.

Courtney believes it was fear of consequences that prevented many of the former players from speaking up at the time. "When we tried to do something about it, everyone was so scared. When you're just 18, 19 years old, you just shut your mouth," she said.

"We all want to play, we all want ice time," O'Hara said. "At that level of women's hockey, it's like as high as you can get. Everyone just doesn't want to get their rink time taken away, and they want to be able to do what they love to do and play hockey. So he definitely had that over everyone's head that he controlled the lineup, and who gets to play however many minutes, that definitely was a big factor for a lot of the girls."

But Nolan-Staley said even though nothing was made public, the alleged abuse had a lasting effect.

"It was the verbal abuse, the grabbing and the belittling making you feel like you were literally worthless," she said. "If anything, it would turn me into a monster."

Q30 Sports contacted Quinnipiac Athletics over whether the school had been made aware by Clarkson of any review or punishments towards Seeley when he was hired prior to the 2008-2009 season. No comment had been returned as of press time.

Search

Seeley had been under contract with Quinnipiac through 2018 after signing two contract extensions.

*****Update*** Wednesday, 4:41 p.m. ET**

In a new report by the Quinnipiac Bobcats Sports Network, Quinnipiac Director of Athletics & Recreation Jack McDonald gave comment regarding the allegations in this report. He denied having knowledge of the accusations.

"Obviously if we knew what is being alleged, then [the hiring] just wouldn't have happened," he said.

*****Update*** Thursday, 9:28 a.m. ET**

Q30 Sports requested an interview with a member of Quinnipiac administration to discuss whether the school had any knowledge of the allegations against Seeley. Quinnipiac Public Affairs returned the request with the following:

"The university is not making any additional comments."

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Q30 Television, the official student-run television station of Quinnipiac University.

David Bills
1995 Harris Road
Penfield, NY 14526

9/20/05

Dear Barry Coats,

Enclosed are a few pages of problems my daughter experienced while playing ice hockey at Clarkson University, under the coaching of Rich Sealey.

I must warn you the content is very troubling to read. My daughter still has emotional problems concerning this issue to this day.

This was a very abusive situation that was brought to the attention of the president of the University, Anthony Collins. From my understanding the only action that was taken was anger management classes for Rich Sealey.

I am very sorry to hear that your daughter experienced the same abuse. My heart goes out to her and I hope in time she can heal emotionally.

It is very upsetting to hear that the same abuse continues to happen at Clarkson University. I look forward to meeting you some day and I wish your daughter the best of luck.

Sincerely,

David Bills

Barry Coats,

The following 4 pages are my notes that I took from my daughter and several other girls that were on the team.

The following notes were turned over to the president of the school Anthony Collins in January of 03.

As I warned you before the content is very upsetting.

David BLS

Verble abuse

Screams at the top of his lungs the following

- ① If you want TO HAVE FUN - Fuck OFF
- ② Don't ^{ever} give me that fucking LOOK
- ③ What the fuck are you doing
- ④ I'm going to fucking replace all of you next year
- ⑤ Courtney If you do that one more time I'm going to chop your fucking legs off. (Referee also heard this)
- ⑥ When watching game tapes - replays mistakes up to 8 Times AND says what The Fuck were you thinking on that play.
- ⑦ Tells players NOT to tell their parents about what happens in locker room or what was said in Locker Room. This is none of your parents business.
- ⑧ If you have a fucking problem with me get in line and I'll give you your money back
- ⑨ If you do that one more fucking time you will never play again.
- ⑩ Told a group of girls they were acting like sluts.
- ⑪ You're going to fuck up your scholarship. You are not worth your scholarship money.
- ⑫ Talks about scholarship money in front of entire team and makes threats.
- ⑬ You fucking suck on the ice and the classroom
- ⑭ If your dad calls me one more fucking

⑮ If you dont wipe that fucking pout off your fucking face you are not going to fucking play.

Demanded personal Health information from medical staff and confronted player in locker room.

There was an article on the Internet about the RPI Game - What a Psycho Sealy is

NCAA RULES

made mandatory practice during exam week

Trainer new sealy was breaking rules

Sealy was on Ice with girls over christmas break

Girls had to practice on Thanksgiving DAY

I dont view this any different from a child molester
He Has molested my daughters mind.

I can not beleive my daughter has been exposed ~~to~~ TO This Abuse

I thought CLARKSON WAS A SAFE place where my child would be protected

from this type of Actions

my WIFE
AND I

~~we~~ ~~are~~ are totally outraged and afraid he will hurt her

BUS Ride - CORNELL

NO BLANKETS 5 HR TRIP

NO PILLOWS

NO Sleeping

NO Smiling

NO Laughing

NO talking

^{Paste}
Bumps them to WAKE UP

~~When bus for 2 hours and honest~~

Seeley ~~He~~ walks up and down aisle ~~to~~

bumping and poking girls that
start to fall asleep.

Physical

Punches walls

throws clip boards

Threw sick in stands AND

SAID FUCK THIS AND LEFT THE ICE
THROW MARKERS

Totally loses controll of his mind

If mistare is made on ice

he will pull my jersey + GET in

my face and swear repeating

fuck time after time

I am afraid he is going to

hit me

Made my daughter so frightened

when he was IN her face saying

What The Fuck - SHE urinated

IN her Hockey gear AND on bench

Picked up Hockey stick and said
do you want Learn How to ^{fucking} fight

while he was in her face AND threw down ^{STICK}

NOT allowed to have sex with your
boy friend we do not want to

have a team full of sluts

Grabbed my face mask and

turned my head with a jerk

Disabled my daughter jersey and

grabbed her back on hand. ~~Grabbed her~~

Feelings OF GIRLS ON TEAM

Bruined Hockey FOR ME

- Want to Quit Hockey

- Afraid to Go to RINK

- Can NOT sleep at Night

- Afraid he is going to HIT me
MAKES US CRY daily.

- Makes us distant from our parents

- I'm afraid when he grabs our jerseys
SUFFER FROM STRESS

- MAKE US Feel really poor about ourselves

- MENTAL ABUSE

- ALL Negative Comments

- Want to DRINK TO ~~FORGET~~ Forget
all bad times with coach

- I am so afraid when I think
about the coach at night that

- I have another girl on the team
sleep with me so I can close
my eyes

- Can't concentrate on my studies

- and classes because I am worried
about the abuse I will receive
in practice that day.

- He really scares me when he screams
Fuck in my face.

- Want to transfer to another school,

- Want to tell other girls NOT to come
to our school to play hockey so their
sport will NOT be ruined like mine was.



OFFICE OF THE PRESIDENT

February 23, 2004

Mr. David Bills
1995 Harris Road
Penfield, NY 14526

Dear Mr. Bills:

I have received your February 9, 2004 letter. My apologies for only now getting back to you as I have been traveling for our winter Board of Trustees meeting. I have asked Coach Seeley to provide me background with regard to your letter. I will let you know of the outcome of my further review.

There has been a lot of time and energy devoted to this matter. Appropriate actions have been taken and I do believe it is time to move forward. For all involved I hope this can be achieved.

Sincerely,

A handwritten signature in black ink, appearing to read "Tony Collins", written over the printed name and title.

Anthony G. Collins
President

Anthony G. Collins, President
Clarkson University, PO Box 5500, Potsdam, New York 13699-5500
315-268-6444 FAX 315-268-7993 e-mail tony.collins@clarkson.edu

Exhibit DD

McDonald says he was unaware of Seeley's alleged history at Clarkson before hiring

By Rebecca Castagna, Tanner Harding

Updated: April 15, 2015

Quinnipiac University's athletic director, Jack McDonald, emphatically denied today having any knowledge of physical or verbal abuse allegations prior to Rick Seeley's hiring as Quinnipiac's women's ice hockey head coach in 2008. But McDonald did reveal that after Seeley's hiring, he was made aware of what he called "minor incidents" regarding Seeley's behavior toward players while he coached at Clarkson University.

Seeley resigned from his position April 8 amid reports that Quinnipiac was investigating him. The issues with Seeley at Quinnipiac came to light after an incident during a first-round NCAA Tournament game at Harvard, when Seeley is alleged to have grabbed a Quinnipiac player by the jersey.

Seeley was head coach of the women's ice hockey team at Clarkson from 2003-08, before he was recruited by a search firm for the job at Quinnipiac. Three of his former players from Clarkson stepped forward this week, detailing their allegations of abuse to Q30 Sports.

Asked about rumors that he knew Clarkson players had complained about Seeley during his tenure there, McDonald had a cutting reply.

"That's not true," he said. "Somebody, I don't want to say who, made a comment to me after [Seeley] was hired, not before."

McDonald, who is retiring this summer after 20 years at Quinnipiac, said he could not remember what the allegations were.

"Obviously if we knew what is being alleged, then [the hiring] just wouldn't have happened," he said.

Although he could not describe the hiring process for Seeley, saying an executive search firm had handled it for Quinnipiac, McDonald stressed that no allegations against Seeley surfaced at that time.

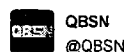
When asked whether Quinnipiac women's ice hockey players ever approached him with complaints of their own, McDonald said the student-athletes fill out post-season evaluations each year and there were no issues at Quinnipiac up until this year.

"It was a minor incident last year, and then obviously this year was terrible," he said.



Photo: Matt Eisenberg

Tweets by @QBSN



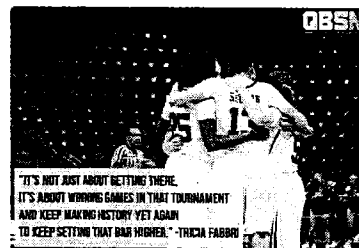
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theqbsn.com/2017/03/17/quinnipiac-harvard

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Lawrence

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Exhibit EE

STATE OF CONNECTICUT
 COMMISSION ON HUMAN RIGHTS AND OPPORTUNITIES
 SOUTHWEST REGION OFFICE
 350 Fairfield Avenue, 6th Floor
 Bridgeport, CT 06604

AFFIDAVIT OF ILLEGAL DISCRIMINATORY PRACTICE

CASE No. _____

DATE: August 31, 2015

EEOC No. _____

My name is Richard Seeley

My mailing address is 903 Long Hill Road, Middletown, CT 06457

The respondent is Quinnipiac University

Whose business address is 275 Mount Carmel Avenue, Hamden, CT 06518

I was:

☒ discriminated against in terms and conditions of employment on or about: April 9, 2015

☒ terminated on or about April 9, 2015 [] not hired/not promoted on or about _____

[] suspended on or about _____ [] not rented a dwelling on or about _____

[] placed on probation on or about _____ [] harassed [] sexually harassed on or about _____

[] demoted on or about _____ [] earning a different rate of pay on or about _____

[] warned on or about _____ [] constructively discharged on or about _____

[] given a poor evaluation on or about _____ [] retaliated against on or about _____

[] denied a raise on or about _____ [] not hired due to a BFOQ on or about _____

[] less trained on or about _____ [] not hired due to a disability on or about _____

[] denied an office on or about _____ [] delegated difficult assignments on or about _____

[] denied service (s) on or about _____ [] other _____

I believe that my:

[] race

[] national origin

[] ancestry

[] color

☐ age ([BIRTHDATE]) ☐ alienage ☐ religion ☐ creed
☐ marital status ☐ familial status ☒ sex ☒ male ☐ female
☐ sexual orientation ☐ physical disability ☐ pregnancy
☐ mental disability/disorder ☐ learning disability ☐ prior criminal record
☐ lawful source of income ☐ previously opposed discriminatory conduct

Was in part a factor in these actions. I believe that the respondent violated the following Connecticut General Statutes and acts listed below; () enforced through Section 46a-58(a) (if applicable):

☐ 46a-58(a) ☒ 46a-60(a)(1) ☐ 46a-60(a)(4) ☐ 46a-60(a)(7)() ()
☐ 46a-64a() () ☐ 46a-81() ☐ 46a-80 ☐ 46a-60(a)(8)
☒ Title VII of the Civil Rights Act of 1964, as amended, 42 U.S.C 2000e and the Civil Rights Act of 1991
☒ 15 individuals employed
☐ Age Discrimination in Employment Act, of 1967, 29 U.S.C. 621-634
☐ Americans With Disabilities Act, 42 U.S.C. 12101 et seq.
☐ Equal Pay Act of 1964, U.S.C. 206
☐ Other _____

I, Richard Seeley, being duly sworn, depose and state:

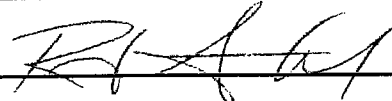
1. I reside at 903 Long Hill Road, Middletown, CT 06457.
2. My sex is male.
3. Respondent, Quinnipiac University maintains a principal place of business at 275 Mount Carmel Avenue, Hamden, CT 06518.
4. The Respondent employs more than three (3) employees and is an employer within the meaning of the Connecticut Fair Employment Practices Act, Conn. Gen. Stat. § 46a-60.
5. The Respondent employs more than fifteen (15) employees and is an employer within the meaning of Title VII, 42 U.S.C. § 2000e *et seq.* ("Title VII").
6. The Respondent Quinnipiac University is an educational institution receiving federal financial assistance as those terms are defined under Title IX of the Civil Rights Act of 1972, 20 U.S.C. § 1681 *et seq.* ("Title IX").
7. In 2008, I was appointed by the Respondent as the Head Women's Ice Hockey Coach, a Division I varsity sports team.
8. I continuously held that position until my termination on April 9, 2015.
9. At all times during my employment, I satisfactorily performed as Head Coach for the Women's Ice Hockey Team.
10. On January 9, 2015, Quinnipiac renewed my employment contract and appointed me as Head Women's Ice Hockey Coach for a five year period of July 1, 2014 through June 30, 2019.
11. Under my leadership the 2014-2015 Women's Ice Hockey Season was the most successful season in the program's history.
12. I rank 15th all-time in wins in NCAA women's ice hockey history, sporting a 278-174-56 overall in my career.
13. Respondent terminated my employment on April 9, 2015.
14. In April 2009, a group of Quinnipiac female volleyball players and their volleyball coach brought a class action against the Respondent relating to the unequal treatment of female student athletes in violation of Title IX. This case is titled, *Biediger et al v. Quinnipiac University*, Case # 3:09CV621 (SRU) (D. Conn.) (hereinafter "Biediger").
15. The parties in *Biediger* entered into a Consent Decree after the plaintiffs prevailed on a Motion for a Preliminary Injunction against Quinnipiac and the Court denied a motion to

lift the injunction.


16. Quinnipiac remains subject to the terms of the Consent Decree in addition to all other Title IX obligations.
17. After my termination, I was replaced by a female coach.
18. Upon information and belief, this was done in part to increase the number of female coaches to enhance the perception of Title IX compliance.
19. I believe that my sex contributed to Respondent's decision to terminate my employment.
20. I request that the Connecticut Commission on Human Rights and Opportunities and the Equal Employment Opportunity Commission investigate my complaint, and secure for me my rights guaranteed under state and federal law.

Richard Seeley being duly sworn, on oath, states that he is the Complainant herein; that he knows the content thereof; that the same is true of his own knowledge, except as to the matter herein stated on information and belief and that as to these matters he believes the same to be true.

Dated in STRATFORD on this 31 day of August, 2015.

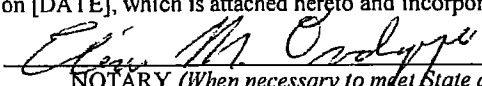
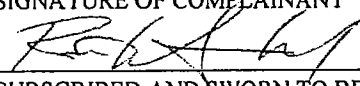
(Complainant's Signature) 

Subscribed and sworn to before me on 8/31/2015
(Date)

(Notary Public) 

My commission expires: 7/31/2020

ELISA M. ORDAZZO
NOTARY PUBLIC
MY COMMISSION EXPIRES JULY 31, 2020

CHARGE OF DISCRIMINATION		ENTER CHARGE NUMBER DFEPA DEEOC	
This form is affected by the Privacy Act of 1974; see Privacy Act Statement on reverse before completing this form.			
CONNECTICUT COMMISSION ON HUMAN RIGHTS AND OPPORTUNITIES, WEST CENTRAL REGION, AND EEOC			
NAME (Indicate, Mr., Ms. or Mrs.)		HOME TEL. (Include Area Code)	
Richard Seeley			
STREET ADDRESS	CITY, STATE AND ZIP CODE	COUNTY	
903 Long Hill Road	Middletown CT 06457		
NAMED IS THE EMPLOYER, LABOR ORGANIZATION, EMPLOYMENT AGENCY, APPRENTICESHIP COMMITTEE, STATE OR LOCAL GOVERNMENT AGENCY WHO DISCRIMINATED AGAINST ME (If more than one list below.)			
NAME	NO. OF EMPLOYEES/MEMBERS	TELEPHONE NO. (Area Code)	
Quinnipiac University	3+		
STREET ADDRESS	CITY, STATE AND ZIP CODE		
275 Mount Carmel Avenue	Hamden, CT 06518		
NAME	NO. OF EMPLOYEES/MEMBERS	TELEPHONE NO. (Area Code)	
STREET ADDRESS		CITY, STATE AND ZIP CODE	
CAUSE OF DISCRIMINATION BASED ON (Check appropriate box(es))		DATE OF MOST RECENT OR CONTINUING DISCRIMINATION TOOK PLACE (April 9, 2015)	
<input type="checkbox"/> RACE	<input type="checkbox"/> COLOR	<input checked="" type="checkbox"/> SEX	<input type="checkbox"/> RELIGION
<input type="checkbox"/> NATIONAL ORIGIN	<input type="checkbox"/> AGE	<input type="checkbox"/> RETALIATION	<input type="checkbox"/> OTHER (Specify)
THE PARTICULARS ARE			
The particulars of this case charge of discrimination are set forth in my complaint number which I filed with the Connecticut Commission on Human Rights and Opportunities on [DATE], which is attached hereto and incorporated as if fully set forth herein.			
<input checked="" type="checkbox"/> I also want this charge filed with the EEOC.		 NOTARY (When necessary to meet State and Local Requirements)	
I will advise the agencies if I change my address or telephone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.		I swear or affirm that I have read the above charge and that it is true to the best of my knowledge, information and belief.	
I declare under penalty of perjury that the foregoing is true and correct.		SIGNATURE OF COMPLAINANT 	
DATE	CHARGING PARTY (Signature)	SUBSCRIBED AND SWORN TO BEFORE ME THIS DATE	
8/31/15		(Day, month, and year) 31 st of August, 2015	

ELISA M. ORDAZZO
 NOTARY PUBLIC
 MY COMMISSION EXPIRES JULY 31, 2020

Exhibit FF

WIGGIN AND DANA

Counsellors at Law

Wiggin and Dana LLP
 One Century Tower
 P.O. Box 1832
 New Haven, Connecticut
 06508-1832
 www.wiggin.com

John G. Zandy
 203.498.4330
 203.782.2889 fax
 jzandy@wiggin.com

November 3, 2015

Donna Wilkerson Brilliant
 Regional Manager
 West Central Region Office
 State of Connecticut
 Commission on Human Rights and Opportunities
 55 West Main Street, 2nd Floor
 Waterbury, CT 06702

Re: Richard Seeley v. Quinnipiac University
 CHRO No. 1630133

Dear Ms. Brilliant:

We want to bring to your attention that Complainant has filed a lawsuit in Connecticut Superior Court in which he alleges the University breached his employment contract when it terminated him. (A copy is attached at Tab A.) This breach of contract lawsuit is the crux of his case against the University and this complaint that he filed with the CHRO is a red herring and a ploy to add a cause of action that would create the possibility of him being awarded legal fees down the road in the very unlikely event he should prevail. The absurdity of his allegations proves this point.

Although this complaint is entirely silent as to the University's reason for terminating his employment, the Complainant was in fact terminated because of his horrific behavior toward student-athletes on the team he coached and not, because of his sex, which he alleged was a *contributing* factor. A careful reading of this complaint shows that Complainant does not offer even a shred of evidence of a discriminatory intent but relies, instead, on two frivolous arguments:

- (1) he was terminated "upon information and belief, ... to enhance the perception of Title IX compliance," by replacing Complainant with a female, and
- (2) he was replaced by a female coach.

First, the number of female coaches Quinnipiac University employs has no bearing on its Title IX compliance obligations. Neither the Consent Decree that is in effect from a prior Title IX lawsuit and/or Title IX in general require anything from the University relating to employing male or female coaches. Instead, their focus is gender equity in athletics participation, but that pertains solely to the opportunities available to student-athletes – not to employees and specifically not to coaches. (The Consent Decree is attached at Tab B.) The Referee monitoring the University's compliance with the

WIGGIN AND DANA

Counsellors at Law

November 3, 2015

Page 2

Consent Decree has filed three reports to the court and none suggests in any way that the University's compliance, or perceived compliance, with Title IX or the Consent Decree requires it to employ more female coaches. In fact, the text of Title IX, 20 U.S.C. §§ 1681, *et seq.*, as well as all of the guidance that the Office of Civil Rights (OCR) has issued over the years pertaining to Title IX in athletics, makes no reference to the gender of coaches and creates no obligations on schools related to employing more female coaches or about the sex of the coaches they employ. Title IX is not an employment statute.

Second, standing alone – which is certainly an applicable circumstance here – the fact that Complainant was replaced by a female is of no consequence. The position of Head Coach for the Women's Ice Hockey team is currently filled by Cassandra Turner who, prior to Complainant's termination, was the University's Associate Head Coach for four seasons, and Assistant Coach for three. She was the next person in line for Head Coach, she initially held the Head Coach position on an interim basis after Complainant's termination, and she had the experience and qualifications for the job. (See attachment at Tab C.) Her sex was not a factor in her being given the Head Coach job, just as it was not a factor in the decision to terminate Complainant.

It is also worth noting that Complainant does not allege that he was terminated to make room for Associate Head Coach Turner to be Head Coach. The language in the complaint is very specific that the Head Coach position left vacant by Complainant's termination was filled with a female to enhance the University's compliance with Title IX. This is an absurd argument and one that does not involve a discriminatory act against Complainant.

Finally, Complainant was terminated for legitimate and non-discriminatory reasons, and the Complainant alleges no evidence to the contrary. In his breach of contract lawsuit, and notably not here, he openly acknowledges that his termination was based on his alleged abuse of student-athletes:

15. On or about April 8, 2015, approximately three weeks after the season had ended, officials from Quinnipiac confronted Coach Seeley with many allegations, including allegations by a student athlete that Seeley had yelled at her and grabbed her by the helmet chin strap.

16. Coach Seeley denied any wrongdoing or that his conduct at the time of the incident in question varied in any significant way from his coaching conduct at any time during his several previous years of employment with Quinnipiac.

WIGGIN AND DANA

Counsellors at Law

November 3, 2015

Page 3

17. On or about April 9, 2015, Quinnipiac wrongly terminated Seeley's employment as Head Women's Hockey Coach at Quinnipiac.

Further, Coach Turner had been the Associate Head Coach for four seasons, and the complaint does not offer any evidence or explanation with regard to the timing of his termination that demonstrates it was based on sex discrimination. Moreover, the fact that Complainant seems to admit in his lawsuit that his conduct had been improper for some years prior to his termination works only to suggest that if the allegations against him had been made sooner that his termination would also have occurred before it did.

Some of the specific incidents of abuse that Complainant directed at student-athletes – and certainly not a complete listing - are:

- Complainant physically grabbed a student when she came off the ice in full view of spectators,
- Complainant regularly screamed at the student-athletes,
- Complainant used profanity, including stating "I am going to fuck you" to a student-athlete,
- Complainant repeatedly made references to the student athletes committing suicide or slitting their wrists,
- Complainant deliberately shot a puck towards a student-athlete's head,
- Complainant threatened a loss of playing time and scholarships if students discussed his conduct with anyone including their parents.

These concerns were reported both in the anonymous end-of-season evaluations completed by the students, and in a series of meetings with current and former student-athletes and Jack McDonald, then Director of Athletics & Recreation, Bill Mecca, Sr. Associate Athletics Director, Tracey Flynn, Associate Athletics Director, Jamie Schilkowski, Assistant Athletics Director, and Human Resources representatives. The investigation also included interviews with Associate Head Coach Turner, and with Paul Nemetz-Carlson, the Assistant Coach. McDonald and Ron Mason, then VP – Chief Human Resources Officer, met with Complainant regarding the allegations against him. Among other admissions, Complainant did not dispute that he grabbed the student, made comments about

WIGGIN AND DANA

Counsellors at Law

November 3, 2015

Page 4

"passing out razor blades," and historically had a problem using foul language. When asked if he told a female student "I am going to fuck you," he responded "I remember getting mad but I don't remember what I said."

Complainant's conduct left the University no choice but to terminate his employment. (See attached documents at Tab D.)

Complainant's sex was not a factor in his termination. This complaint is patently frivolous and must be dismissed without further proceedings.

Very truly yours,

A handwritten signature in cursive script, appearing to read "Carol B. Park".

John G. Zandy
Caroline B. Park

Cc: Robert B. Mitchell, Esq.

Exhibit GG

CONTRACT OF EMPLOYMENT**聘用合同**

Employer (Party A)

聘方 (甲方)

Name of the Employer: Chinese Ice Hockey Association, to be named CIHA
hereafter.

聘请单位:中国冰球协会

Address: 56 Zhongguancun South Street, Haidian District, Beijing, China

地址: 北京市海淀区中关村南大街 56 号

Tel: 86 10 88318767

电话: 86 10 88318767

Fax: 86 10 88318767

传真: 86 10 88318767

Employed Foreign Experts or Professionals (Party B)

受聘方 (乙方):

Name: Seeley Richard Edward

姓名: 理查德·爱德华·西利

Date of Birth:

出生日期: 年 月 日

Nationality:

国籍:

Passport Number:

护照号码:

Overseas Address:

海外地址:

Tel:

电话:

Fax:

传真:

WHEREAS, Party A is the National Governing Body for the sport of Ice Hockey and organizes the National Ice Hockey Team (hereafter called "Team") under the rules, regulations, and bylaws of the Chinese Olympic Committee.

鉴于, 甲方是国家管理冰球运动的机构, 根据中国奥委会相关规章制度管理国家冰球队。

Party B is an individual who has the experiences, skills and talents as a head coach of Women's Ice Hockey.

乙方拥有担任女子冰球教练的经验、技能和才华。

Party A agrees to employ Party B to act as head coach of Chinese National Women's Ice Hockey Team.

甲方聘请乙方担任中国女子冰球队主教练。

NOW THEREFORE, Party A agrees to employ Party B enter into this contract in accordance with laws and regulations of China and based upon equality, voluntariness and mutual negotiation as follows:

根据中华人民共和国法律、法规, 双方在平等、自愿、协商一致的基础上签订本合同。

The rights and obligations of Party A and Party B are established in the Contract. Both Parties confirm they fully understand and will implement completely any provisions in the Contract. Unless Party B explicitly expresses his reservations over and his wish to cancel certain provisions when making the Contract, Party B waives his right of defense on any of the provisions.

甲、乙双方的权利和义务由本合同中约定, 双方确认已经充分理解, 并且将完全履行合同的任何条款。除非乙方在订立合同当时明确表示保留或者取消, 否则乙方放弃任何针对本合同条款的抗辩权。

I. TERM OF CONTRACT

一、合同期限

1. The period will be from August 20, 2015 to April 20, 2018.

(一) 合同期限: 2015年8月20日至2018年4月20日。

2. The probationary period for Party B is one month, starting from August 20, 2015 to September 20, 2015.

(二) 本合同规定乙方的试用期为1个月, 自2015年8月20日至2015年9月20日止。

3. Party A will decide whether or not to shorten the probationary period based upon Party B's proved capacity. During the probationary period, either Party can terminate the Contract upon informing the other Party in a written form according to law.

(三) 甲方可根据乙方的实际工作能力和表现决定是否缩短试用期。试用期内任

何一方可依法书面通知对方解除本合同。

4. Should Party B conduct acts during the probationary period that do not meet Party A's recruitment requirements and Party A does not know them until after the probationary period because of Party B's intentional efforts to conceal them, then Party A has the right to terminate the Contract in accordance with provisions concerning termination of the Contract during the probationary period without paying any compensation to Party B.

(四) 试用期内乙方有不符合甲方录用标准的行为, 由于乙方故意隐瞒原因使甲方在试用期满后才发现的, 甲方有权按照试用期内解除本合同的规定解除与乙方的聘用合同, 甲方不需向乙方支付经济补偿金。

II. Tasks to Party B

二、乙方的工作任务

1. The first task for Party B is to take Chinese National Women's Ice Hockey Team accomplish the first place at the 2016 IIHF Women's Ice Hockey World Championship Division I Group B. Second is to take Chinese National Women's Ice Hockey Team qualifies the 2018 Olympic Winter Games held in Pyeongchang.

(一) 乙方的任务是: 第一, 带领中国女子冰球队在女子冰球世锦赛甲级 B 组中取得第一名的成绩。第二, 带领中国女子冰球队取得参加 2018 年平昌冬季奥运会的资格。

2. Party B will be responsible to coach the training of the Chinese women's national team following discussion with the team leader, including yearly, monthly, weekly and daily session plans. Party B should demonstrate on ice playing techniques and game situational play during training.

(二) 乙方将负责国家女子冰球队日常训练工作, 包括日计划、周计划、月计划、年计划, 制定计划前需与领队进行讨论。乙方将在训练中示范冰上技战术。

3. Party B will review dry land training plan, goalie training plan and consult with assistant coaches during the process.

(三) 乙方将审核陆地训练和守门员训练计划, 并在审核过程中同助理教练进行沟通。

4. Party B will coach the National Women's Team during participation of important games, including World Championship, Qualification Games, be responsible for the line-up and tactical plan. Party B will be responsible to provide a written summary to Party A within two weeks following the Tournament.

(四) 乙方将在重大比赛中, 包括世锦赛, 资格赛等负责队伍的指挥, 负责场上的人员安排和技战术安排。乙方将在比赛结束后两周时间内向甲方提交比赛总结。

5. Party B will work with Party A in planning and organizing team activities which will allow for maximum team participation and cohesion in the pursuit of formulating

a winning attitude and chemistry within the team and staff.

(五) 乙方将同甲方一道, 进行团队建设, 最大限度增加队伍的凝聚力, 帮助队伍及所有工作人员建立求胜的态度。

6. Party B will submit a written summary of game and training to Party A two weeks following the end of the season.

(六) 在赛季结束后两周内, 乙方将向甲方提交训练和比赛总结。

7. Party B will provide instruction and suggestion on coach training to Party A, without detracting from the normal national team coaching responsibility.

(七) 乙方将在不耽误国家队正常训练职责的情况下, 为甲方提供教练培训方面的建议和指导。

III. Salary

三、薪金

Party A will pay Party B the amount of \$9000 USD monthly. The payment method is Party A will remunerate Party B the amount of \$9000 USD after the taxes directly into Party B American Bank account on 20th of every month.

甲方每月向乙方支付工资 9000 美元 (税后)。支付方式为: 每月 20 日向乙方美国银行账户里支付税后月工资。

IV. Party A's Obligations

四、甲方的义务

1. Party A shall introduce to Party B the laws, decrees and relevant regulations enacted by the Chinese government, the Party A' work system and regulations concerning administration of foreign experts.

(一) 甲方有义务向乙方介绍甲方所在当地的相关法律、法规以及甲方工作机制、规程、规定以及与外国专家管理相关的规章制度。

2. Party A shall conduct direction, supervision and evaluation of Party B's work.

(二) 甲方对乙方的工作负责指导、监督以及评价。

3. Party A shall provide Party B with necessary working and living conditions.

(三) 甲方有义务向乙方提供乙方工作和生活必需的条件和设施。

4. Party A shall provide Party B with an assistant for working and living affairs.

(四) 甲方应向乙方提供工作和生活联系人。

5. Party A will provide Video equipment and an operator for the purpose of evaluation, assessment and training.

(五) 甲方将提供录像设备和操作人员, 用于评估和测试。

6. Party A will arrange the accommodation for Party B during his stay with the team. The costs of board and lodging and travel during his stay with the team will all be covered by Party A.

(六) 甲方会负责安排乙方随队期间食宿。其随队期间食宿费及差旅用由甲方负担。

7. Party A will provide all official Chinese Ice Hockey Association clothing and Hockey equipment, hockey materials, shoes and other which will be mutually agreed upon.

(七) 甲方将向乙方提供国家队的正式装备, 以及其他双方协定的装备。

8. During the contract, Party B have two pieces of holidays every season, one is Christmas which will last for one week, and the other is after the World Championship. The holidays must not affect team training or competition. Party A will cover the flight fees for Party B. And when the team training in China, Party A will cover the fees for Party B's family coming to China.

(八) 合同期间乙方每赛季享有两次假期, 一次是圣诞节 7 天假期, 一次是世锦赛后。乙方休假以不影响训练比赛为前提。甲方将负担乙方每次假期探亲的旅费。每赛季在中国训练期间, 甲方将负担一次乙方家属来华探亲的旅费。

V. Party B's Obligations

五、乙方的义务

1. Party B shall observe the laws, decrees and relevant regulations enacted by the Chinese government and shall not interfere in China's internal affairs.

(一) 乙方必须遵守中国的法律、法规和相关规定, 不干涉中国内政。

2. Party B shall observe Party A's work system and regulations concerning administration of foreign experts and shall accept Party A's arrangement, direction, supervision and evaluation in regard to his/her work. Without Party A's consent, Party B shall not render service elsewhere or hold concurrently any post unrelated to the work agreed on with Party A.

(二) 乙方必需遵守甲方的工作制度及与外国专家管理相关的规定, 并接受甲方在工作方面的安排、指导、监督和评价。未经甲方批准, 乙方不得从事任何兼职工作。

3. Party B shall complete the tasks specified on schedule and guarantee the quality of work.

(三) 乙方必须按照计划保质保量完成工作任务。

4. Party B shall respect China's religious policy, and shall not conduct religious activities incompatible with the status of an expert.

(四) 乙方必须遵守中国的宗教政策, 不允许从事与外籍专家身份不符的宗教活动。

5. Party B shall respect the Chinese people's moral standards and customs.

(五) 乙方必须尊重中国人民的道德规范和风俗习惯。

6. If Party B has any contagious or serious diseases, Party B has the duty to inform Party A before the contract is signed so that Party A can provide special care to Party B. Otherwise, Party A will not bear any related responsibilities.

(六) 乙方如有严重疾病或传染性疾病, 必须在签订合同之前, 向甲方如实声明, 否则造成后果由乙方承担全部责任。

7. Within the contract deadline, party B shall not have any harm the image of CIHA or Chinese national team's words and deeds; without permission of the CIHA, party B shall not release to the news media information related to the CIHA; Accepting sponsorship application in the name of the CIHA or national team head coach n should be approved by the CIHA; Releasing personal network information shall abide by the Chinese sports department rules.

(七) 本合同期限内, 乙方不得有任何有损中国冰球协会或国家女子冰球队形象的言行; 不经协会许可, 不得擅自向新闻媒体发布与协会有关的信息; 以中国冰球协会或国家女子队冰球主教练名义接受赞助需经协会批准; 在个人网络信息发布信息需遵守中国体育部门相关规定。

8. Party B will purchase Medical care and Accident Insurance at his cost before entering China.

(八) 乙方进入中国前将自行购买医疗和意外伤害保险。

VI. Revision, Cancellation and Termination of the Contract

六、合同的修改、取消和终止

Both parties shall abide by the contract and shall refrain from revising, canceling, or terminating the contract without mutual consent.

双方应信守合同, 未经双方一致同意, 任何一方不得擅自变更、解除和终止合同。

1. Revision of the contract. This contract can be revised with mutual consent. Before both parties have reached an agreement, the contract shall be strictly observed.

(一) 合同的变更。经当事人双方协商同意后, 可以变更。在未达成一致意见前, 仍应当严格履行合同。

2. Cancellation of the contract. This contract can be canceled with mutual consent. Before both parties have reached an agreement, the contract shall be strictly observed.

(二) 合同的解除。经甲乙双方协商同意后, 可解除合同。在未达成一致意见前, 仍应当严格履行合同。

(1) Under the following conditions, Party A shall have the right to inform Party B in writing of the cancellation of this contract:

1. 在下述条件下, 甲方有权以书面形式通知乙方解除合同:

- a. Party B fails to fulfill this contract or the obligations and agreed conditions as herein stipulated, and fails to amend his/her actions after Party A has pointed it out;
乙方不履行合同或履行合同义务不符合约定条件, 经甲方指出后, 仍不改正的;
- b. On the basis of the physician's diagnosis, Party B fails to resume normal work after sick leave for a period of successive 30 days.
根据医生诊断, 乙方在病假连续 30 天后不能恢复正常工作的。
- c. Party B fails to fulfill the tasks mentioned in part II.
乙方未完成合同第二条中的工作任务。

(2) In case either party asks to terminate this contract, it shall give a 30 day notice to the other party in writing, this contract can be terminated upon mutual agreement by both parties.

3. 甲乙双方任何一方要求解除合同, 应提前 30 天以书面形式向另一方提出, 经双方协商一致, 可以解除合同。

3. Termination of the Contract

(三) 合同的终止。

(1) This contract shall be terminated once it expires.

1. 合同期满该合同即告终止。

(2) According to the results of World Championship, Qualification Games and 2018 Olympic Games, the contract could re-signed to 2022 Olympic Games after negotiation between Party A and Party B,

2. 经甲乙双方协商同意后, 根据乙方工作任务完成情况, 综合考虑世锦赛、2018 冬奥会资格赛以及 2018 冬奥会的成績, 可以在此合同终止后, 重新签订合同至 2022 年。

VII. This contract shall take effect upon being signed by both parties and shall be automatically terminated upon expiration. When either party requires signing a renewed contract, it shall forward its request to the other party 30 days prior to the expiration of this contract, and both parties shall sign the new contract through consultations and mutual consent.

八、本合同自双方签字之日起生效, 合同期满即自行失效。甲乙双方任何一方要求签订新合同, 应当在本合同期满 30 天前向另一方提出, 经双方协商一致同意后签订新的合同。

VIII. Settlement to Dispute

九、 合同争议解决方式

Any dispute in connection with this contract shall be first of all settled between both

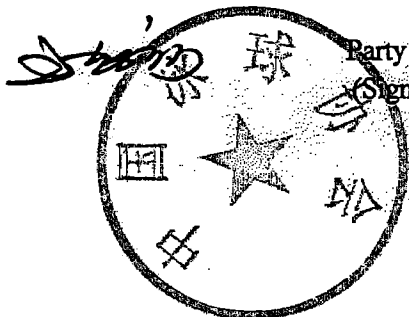
parties concerned through friendly consultation. In case no settlement can be reached through consultations or intermediation, both parties shall submit the said dispute for arbitration with local personnel authorities or the local labor arbitration system. In case either party refuses to accept the arbitration award, it may bring an action before the people's court.

This contract is signed by both parties at _____ (location) on this _____ (date). This contract is in duplicate, each in both Chinese and English versions, and both shall take effect upon being signed at the same time.

甲乙双方发生合同争议时, 尽可能通过协商或调解解决。若协商、调解无效, 可向当地人事或劳动仲裁机构申请仲裁。对仲裁结果不服的, 可向人民法院提起诉讼。

本合同于 _____ 年 _____ 月 _____ 日在 _____ 签定。合同一式两份, 每份同时用中文和英文写成, 两种文字同时签字生效。

Party A:
(Signature)



Party B:

(Signature)

Exhibit HH

DOCKET NO.: NNH-CV-15-6057734-S : SUPERIOR COURT
RICHARD SEELEY : J.D. OF NEW HAVEN
VS. : AT NEW HAVEN
QUINNIPIAC UNIVERSITY, ET AL. : MARCH 31, 2017

AFFIDAVIT OF CORTNEY BILLS

STATE OF FLORIDA

COUNTY OF BROWARD

Before me, the undersigned authority, personally appeared Cortney Bills, who upon taking an oath, deposes and says:

1. I am over the age of 18 years old, am a resident of the State of New York, and make this affidavit based upon my own personal knowledge of the facts stated herein.
2. I was a 19 year old Freshman in college at Clarkson University during the 2003-2004 school year where I was given a scholarship to play on the women's ice hockey team.
3. Richard Seeley was the head hockey coach at Clarkson University when I played there during the 2003-2004 school year.
4. Almost from the start of the first practice of the season until the end of the season, Richard Seeley engaged in abusive and bullying coaching tactics with me and his other players. This included daily abusive screaming and yelling of profane, vulgar and degrading language

and gestures towards his players. He exhibited improper physical contact with his players, such as grabbing players by their jerseys and grabbing players by their face masks. He threatened to terminate player scholarships when mistakes were made. He restricted players from talking, laughing, smiling, and sleeping on a bus rides back to campus after a game. He routinely exhibited violent gestures such as throwing objects like hockey sticks, clip boards and markers. He even intentionally shot hockey pucks at players when they made mistakes. He created and perpetuated an overall abusive environment for his hockey players and dominated them through fear and intimidation.

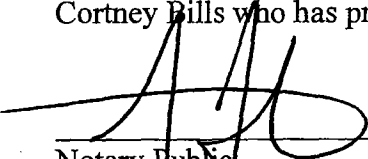
5. I was very scared of Richard Seeley at the time I played for him and I was afraid for my and my teammates physical and emotional wellbeing as a result of how Coach Seeley conducted himself around me and my teammates.

6. I quit the team after my Freshman season and transferred to another college because of the conduct of Coach Seeley.


Cortney Bills

Notary Jurat on Following Page

SWORN TO AND SUBSCRIBED before me on this 3rd day of April, 2017 by
Cortney Bills who has produced NYDL Exp 7/11/2024 as identification.

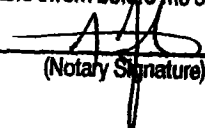


Notary Public
State of Florida

My commission expires: 11/15/2020

Seal:

Aquarius Falls
Notary Public
State of Florida
My Commission Expires 11/15/2020
Commission No. GG 47673

State of Florida County of Broward
Subscribed and sworn before me on 4-3-17
(Date)


(Notary Signature)

Exhibit II

DOCKET NO.: NNH-CV-15-6057734-S : SUPERIOR COURT
RICHARD SEELEY : J.D. OF NEW HAVEN
VS. : AT NEW HAVEN
QUINNIPIAC UNIVERSITY, ET AL. : MARCH 31, 2017

AFFIDAVIT OF JILL NOLAN

STATE OF FLORIDA

COUNTY OF BROWARD

Before me, the undersigned authority, personally appeared Jill Nolan, who upon taking an oath, deposes and says:

1. I am over the age of 18 years old, am a resident of the State of Florida, and make this affidavit based upon my own personal knowledge of the facts stated herein.

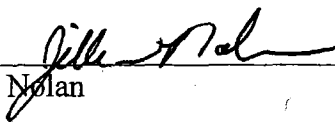
2. I was an 18 year old Freshman in college at Clarkson University during the 2003-2004 school year where I was given a full scholarship to play on the women's ice hockey team.

3. Richard Seeley was the head hockey coach at Clarkson University when I played there during the 2003-2005 school year.

4. Coach Seeley was a physically, verbally and emotionally abusive coach. I and my other players on the hockey team were subject to daily abusive and degrading language. He would call me and other members of the team "sluts". He used the "F" word and other profanity

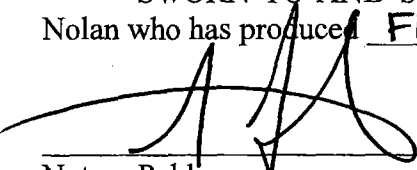
constantly around us. He screamed and yelled at me and the other players. He grabbed players by their face masks, jerking their heads around, and also by their jerseys to get their attention before screaming and yelling at them. He threatened the termination of player scholarships when mistakes were made. He kept us from sleeping, talking and even smiling on a five hour bus ride home from a game that we lost. He would engage in violent outbursts and throw things to intimidate players, such as hockey sticks and clip boards. He intentionally shot a hockey puck at my head when I made a mistake on the ice. After the team lost an away game, he berated the team and made us all skate on the ice for over two hours after the game until we were physically exhausted causing several players to vomit. Collectively, the environment created by Coach Seeley's conduct was overall hostile and abusive.

5. Coach Seeley was a bully who abused the players on my team emotionally and physically. I was very scared of Richard Seeley and this caused me to quit the team after my Sophomore season and transfer to another college.


Jill Nolan

Notary Jurat on Following Page

SWORN TO AND SUBSCRIBED before me on this 3rd day of April, 2017 by Jill Nolan who has produced FLDL, Exp 6/20/17 as identification.

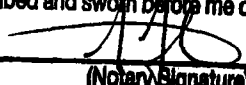


Notary Public
State of Florida

My commission expires: 11/15/2020

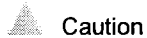
Seal:

Aquarius Falls
Notary Public
State of Florida
My Commission Expires 11/15/2020
Commission No. GG 47673

State of Florida County of Broward
Subscribed and sworn before me on 4/2/17
(Date)


(Notary Signature)

Appendix I



Caution
As of: March 29, 2017 6:42 PM EDT

Fuller v. Day Publ. Co.

Superior Court of Connecticut, Judicial District of New London, at New London

February 23, 2004, Decided ; February 23, 2004, Filed

030565104

Reporter

2004 Conn. Super. LEXIS 376 *; 2004 WL 424505

Jancis **Fuller** v. The Day Publishing Company et al.

Notice: [*1] THIS DECISION IS UNREPORTED AND MAY BE SUBJECT TO FURTHER APPELLATE REVIEW. COUNSEL IS CAUTIONED TO MAKE AN INDEPENDENT DETERMINATION OF THE STATUS OF THIS CASE.

Subsequent History: Affirmed by **Fuller v. Day Publ. Co., 2005 Conn. App. LEXIS 198 (Conn. App. Ct., May 24, 2005)**

Core Terms

libel, defamatory, proceedings, genuine issue of material fact, internal quotation marks, amended complaint, summary judgment, mental illness, mental health, libel per se, newspaper, public figure, criminal proceeding, qualified privilege, sworn affidavit, actual malice, Memorandum, privileged, reputation, alleges, damages, counts

Case Summary

Procedural Posture

Plaintiff individual alleged libel per se, invasion of privacy torts, negligent and intentional infliction of emotional distress, and Connecticut Unfair Trade Practices Act, Conn. Gen. Stat. § 42-110a et seq., violations against defendant publishing company. The publishing company filed a motion for summary judgment.

Overview

The individual alleged that the publishing company printed defamatory statements in a newspaper characterizing the individual as a mentally ill and dangerous person. The publishing company printed the article in connection with the individual's criminal convictions for carrying a pistol without a permit and attempted first-degree assault against a judge and his wife. The individual alleged that the alleged libelous statements caused others in the community to believe that she suffered from a mental illness. The publishing company argued that the article contained true and accurate re-publications of the individual's prior criminal proceedings and they were privileged to publish the article. The court found that the publishing company met its burden of proving there were no genuine issues of material fact with regard to whether it provided a truthful and accurate summary of the individual's criminal proceeding trial. The individual, in response, failed to raise any genuine issues of material fact with regard to whether the publishing company acted with actual malice, thus abusing its qualified privilege.

Outcome

The motion for summary judgment was granted with respect to all counts.

LexisNexis® Headnotes

Civil Procedure > ... > Summary Judgment > Burdens of Proof > General Overview


Civil Procedure > ... > Summary Judgment > Entitlement as Matter of Law > General Overview

Civil Procedure > ... > Summary Judgment > Entitlement as Matter of Law > Appropriateness

Civil Procedure > ... > Summary Judgment > Entitlement as Matter of Law > Genuine Disputes

Civil Procedure > ... > Summary Judgment > Entitlement as Matter of Law > Legal Entitlement

Civil Procedure > ... > Summary Judgment > Entitlement as Matter of Law > Materiality of Facts


HN1  *Conn. Gen. Prac. Book, R. Super. Ct. § 17-49* provides that summary judgment shall be granted if the pleadings, affidavits and any other proof submitted show that there is no genuine issue as to any material fact and that the moving party is entitled to judgment as a matter of law. The genuine issue aspect of summary judgment requires the parties to bring forward before trial evidentiary facts, or substantial evidence outside the pleadings, from which the material facts alleged in the pleadings can warrantably be inferred. A material fact has been defined adequately and simply as a fact which will make a difference in the result of the case.

Civil Procedure > ... > Summary Judgment > Burdens of Proof > General Overview

Civil Procedure > ... > Summary Judgment > Opposing Materials > General Overview


Civil Procedure > ... > Summary Judgment > Entitlement as Matter of Law > Genuine Disputes

Civil Procedure > ... > Summary Judgment > Supporting Materials > Affidavits

HN2  The party seeking summary judgment has the burden of showing the absence of any genuine issue of material facts which, under applicable principles of substantive law, entitle him to a judgment as a matter of law and the party opposing such a motion must provide an evidentiary foundation to demonstrate the existence of a genuine issue of material fact. The existence of the genuine issue of material fact must be demonstrated by counter affidavits and concrete evidence. A party's conclusory statements in the affidavit and elsewhere, may not constitute evidence sufficient to establish the existence of disputed material facts.

Torts > Intentional Torts > Defamation > General Overview

Torts > ... > Defamation > Defenses > Fair Comment & Opinion

HN3  Defamation is comprised of the torts of libel and slander. Defamation is that which tends to injure reputation in the popular sense; to diminish the esteem, respect, goodwill, or confidence in which the plaintiff is held, or to excite adverse, derogatory, or unpleasant feelings or opinions against him.

Torts > ... > Pain & Suffering > Emotional Distress > General Overview


Torts > Intentional Torts > Defamation > General Overview

Torts > Intentional Torts > Defamation > Defamation Per Se

Torts > Intentional Torts > Defamation > Libel

Torts > Intentional Torts > Defamation > Procedural Matters

Torts > ... > Defamation > Remedies > General Overview

HN4  While all libel was once actionable without proof of special damages, a distinction arose between libel per se and libel per quod. A libel per quod is not libelous on the face of the communication, but becomes libelous in

light of extrinsic facts known by the recipient of the communication. When a plaintiff brings an action in libel per quod, he must plead and prove actual damages in order to recover. Libel per se, on the other hand, is a libel the defamatory meaning of which is apparent on the face of the statement and is actionable without proof of actual damages. The distinction between libel per se and libel per quod is important because a plaintiff may recover general damages where the defamation in question constitutes libel per se. When the defamatory words are actionable per se, the law conclusively presumes the existence of injury to the plaintiff's reputation. He is required neither to plead nor prove it. The individual plaintiff is entitled to recover, as general damages, for the injury to his reputation and for the humiliation and mental suffering which the libel caused. Whether a publication is libelous per se is a question for a court.

Torts > Intentional Torts > Defamation > Defamation Per Se

Torts > Intentional Torts > Defamation > Libel

HN5 [L] Whether a published article is libelous per se must be determined upon the face of the article itself. The statements contained therein, taking them in the sense in which common and reasonable minds would understand them, are determinative, and they may not for this purpose varied or enlarged by innuendo. Two of the general class of libel which, it is generally recognized, are actionable per se are (1) libels charging crimes and (2) libels which injure a man in his profession and calling.

Torts > ... > Defenses > Privileges > General Overview

Torts > ... > Defenses > Privileges > Qualified Privileges

Torts > Intentional Torts > Defamation > Libel

HN6 [L] Before a party will be held liable for libel, there must be an unprivileged publication of a false and defamatory statement. The publication of defamatory words may be under an absolute, or under a qualified or conditional, privilege. Under the former there is no liability, although the defamatory words are falsely and maliciously published. The class of absolutely privileged communications is narrow, and practically limited to legislative and judicial proceedings, and acts of state.

Torts > ... > Defamation > Defenses > Fair Comment & Opinion

Torts > ... > Defenses > Privileges > General Overview

Torts > ... > Defenses > Privileges > Qualified Privileges

HN7 [L] The fair comment privilege is a qualified privilege to express an opinion or otherwise comment on matters of public interest. An opinion is privileged as fair comment only when the facts on which it is based are truly stated or privileged or otherwise known either because the facts are of common knowledge or because, though perhaps unknown to a particular recipient of the communication, they are readily accessible to him. As in the privilege of truth, the privilege of fair comment requires a court to read the allegedly libelous article in its totality, in the context in which it was published.

Civil Procedure > Trials > Jury Trials > Province of Court & Jury

Torts > ... > Defenses > Privileges > Qualified Privileges

Torts > Intentional Torts > Defamation > Procedural Matters

HN8 [L] A conditional or qualified privilege is defeated if a defendant acts with an improper motive, or if the scope or manner of publication exceeds what is reasonably necessary to further that interest. Whether a defamatory communication implicates an interest worthy of protection is a question of law for the trial court to determine, but whether the privilege is nevertheless defeated through its abuse is a question of fact to be decided by the jury.

Torts > ... > Defenses > Privileges > Qualified Privileges

HN9 [L] The burden of proof with regard to abuse of a qualified privilege varies depending on whether the plaintiff is classified as a public figure or a private individual. Whether a defendant is entitled to the protection of the public figure rule is a question of law for the court to resolve.

Torts > Intentional Torts > Defamation > General Overview

Torts > ... > Defamation > Public Figures > Actual Malice

Torts > ... > Defamation > Public Figures > Clear & Convincing Evidence

Torts > ... > Defamation > Public Figures > Voluntary Public Figures

HN10 [L] Those who are properly classed as public figures and those who hold governmental office may recover for injury to reputation only on clear and convincing proof that the defamatory falsehood was made with actual malice. Actual malice is with knowledge that a statement was false or with reckless disregard for its falsity. Private individuals, however, need prove a negligent misstatement of fact only by a preponderance of the evidence.

Torts > Intentional Torts > Defamation > General Overview

Torts > ... > Defamation > Public Figures > Limited Purpose Public Figure

HN11 [L] A court distinguishes between general purpose and limited purpose public figures. The latter is an individual that, voluntarily injects himself or is drawn into a particular public controversy and thereby becomes a public figure for a limited range of issues.

Judges: Gordon, J.

Opinion by: Gordon

Opinion

MEMORANDUM OF DECISION

On July 7, 2003, Jancis Fuller filed a twenty-five count amended complaint against five defendants associated with The Day Publishing Company. ¹ In counts one through five, the plaintiff alleges libel per se against each defendant. In counts six through twenty-five, the plaintiff alleges various invasion of privacy torts, negligent and intentional infliction of emotional distress and Connecticut Unfair Trade Practices Act (CUTPA), General Statutes § 42-110a et seq., violations against each defendant.

¹ The five named defendants include: The Day Publishing Company, Reid MacCluggage, Lance Johnson, Stan DeCoster and Izaskun Larraneta. The four individuals are employees of The Day newspaper.

The plaintiff alleges the following facts in her amended complaint. On February 25, 2001 the [*2] defendants published defamatory statements in The Day newspaper characterizing her as a mentally ill and dangerous person. The defendants published the article in connection with the plaintiff's criminal convictions for carrying a pistol or revolver without a permit and attempted first-degree assault against a New London Superior Court judge and his wife. The article was false, malicious and published with wanton or reckless disregard of fact. The defendants knew or should have known that the article contained false and libelous statements. As a result of the article, the plaintiff's acquaintances, friends and department of correction employees believe that she is a mentally ill and dangerous person that holds delusional beliefs against others.

On August 20, 2003, the defendants filed a motion for summary judgment on all twenty-five counts, accompanied by a memorandum of law, the Superior and Appellate Court opinions from the plaintiff's criminal proceedings, copies of previously published newspaper articles about the plaintiff and the sworn affidavits of the journalists that contributed to the article. The plaintiff filed a memorandum of law in opposition, accompanied by copies of [*3] various newspaper articles about her, certified transcripts of testimony from her competency hearing and the sworn affidavits of her father and brother.

DISCUSSION

HN1 [↑] Practice Book § 17-49 provides that summary judgment shall be granted if "the pleadings, affidavits and any other proof submitted show that there is no genuine issue as to any material fact and that the moving party is entitled to judgment as a matter of law." "The genuine issue aspect of summary judgment requires the parties to bring forward before trial evidentiary facts, or substantial evidence outside the pleadings, from which the material facts alleged in the pleadings can warrantably be inferred . . . A material fact has been defined adequately and simply as a fact which will make a difference in the result of the case." (Citation omitted; internal quotation marks omitted.) Buell Industries, Inc. v. Greater New York Mutual Ins. Co., 259 Conn. 527, 556, 791 A.2d 489 (2002).

HN2 [↑] "The party seeking summary judgment has the burden of showing the absence of any genuine issue [of] material facts which, under applicable principles of substantive law, entitle him to a judgment as a matter of law . . . [*4] . . . and the party opposing such a motion must provide an evidentiary foundation to demonstrate the existence of a genuine issue of material fact." (Internal quotation marks omitted.) Schilberg Integrated Metals Corp. v. Continental Casualty Co., 263 Conn. 245, 252, 819 A.2d 773 (2003). "The existence of the genuine issue of material fact must be demonstrated by counter affidavits and concrete evidence." (Internal quotation marks omitted.) DeCorso v. Watchtower Bible & Tract Society of New York, Inc., 78 Conn.App. 865, 871, 829 A.2d 38 (2003). A party's "conclusory statements in the affidavit and elsewhere," may not "constitute evidence sufficient to establish the existence of disputed material facts." Gupta v. New Britain General Hospital, 239 Conn. 574, 583, 687 A.2d 111 (1996).

The defendants argue that there are no genuine issues of material fact in dispute and that they are entitled to judgment as a matter of law because "the subject article contained true and accurate re-publications of the plaintiff's prior criminal proceedings and [they] were privileged to publish such articles." (Defendants' Memorandum of Law, Docket No. 123, [*5] p. 5). The plaintiff argues in opposition that "the defendants made an unprivileged publication of seven defamatory statements about the plaintiff's character which are libel per se." (Plaintiff's Memorandum of Law, Docket No. 126, p. 3.) The plaintiff asserts that the newspaper solely intended to "injure the plaintiff's name and reputation and to subject her to continual shame, embarrassment and great emotional distress." (*Id.*, p. 4.)

HN3 [↑] "Defamation is comprised of the torts of libel and slander. Defamation is that which tends to injure reputation in the popular sense; to diminish the esteem, respect, goodwill or confidence in which the plaintiff is held, or to excite adverse, derogatory, or unpleasant feelings or opinions against him." (Internal quotation marks omitted.) Devito v. Schwartz, 66 Conn.App. 228, 234, 784 A.2d 376 (2001). Libel is written defamation. Charles Parker Co. v. Silver City Crystal Co., 142 Conn. 605, 611, 116 A.2d 440 (1955).

HN4 [↑] "While all libel was once actionable without proof of special damages, a distinction arose between libel per se and libel per quod . . . A libel per quod is not libelous on the face of the communication, [*6] but becomes libelous in light of extrinsic facts known by the recipient of the communication . . . When a plaintiff brings an action

in libel per quod, he must plead and prove actual damages in order to recover . . . "Libel per se, on the other hand, is a libel the defamatory meaning of which is apparent on the face of the statement and is actionable without proof of actual damages . . . The distinction between libel per se and libel per quod is important because [a] plaintiff may recover general damages where the defamation in question constitutes libel per se . . . When the defamatory words are actionable per se, the law conclusively presumes the existence of injury to the plaintiff's reputation. He is required neither to plead nor prove it . . . The individual plaintiff is entitled to recover, as general damages, for the injury to his reputation and for the humiliation and mental suffering which the libel caused . . . Whether a publication is libelous per se is a question for the court." Lega Siciliana Social Club, Inc. v. St. Germaine, 77 Conn.App. 846, 852, 825 A.2d 827 (2003).

HN5 [↑] "Whether a published article is libelous per se must be determined upon the face [*7] of the article itself. The statements contained therein, taking them in the sense in which common and reasonable minds would understand them, are determinative, and they may not for this purpose varied or enlarged by innuendo . . . Two of the general class of libel which, it is generally recognized, are actionable per se are (1) libels charging crimes and (2) libels which injure a man in his profession and calling." (Citations omitted.) Proto v. Bridgeport Herald Corp., 136 Conn. 557, 565-66, 72 A.2d 820 (1950).

Here, the plaintiff alleges that the alleged libelous statements caused others in the community to believe that she suffered from a mental illness. She does not specifically aver that the statements injured her in her trade or profession. The court finds, however, that the alleged defamatory statements would cause reasonable minds to conclude that the plaintiff suffers from a mental illness, thus potentially injuring her in her trade or profession.²

[*8] **HN6** [↑] "Before a party will be held liable for libel, there must be an unprivileged publication of a false and defamatory statement." (Internal quotation marks omitted.) Strada v. Connecticut Newspapers, Inc., 193 Conn. 313, 316, 477 A.2d 1005 (1984). "The publication of defamatory words may be under an absolute, or under a qualified or conditional, privilege. Under the former there is no liability, although the defamatory words are falsely and maliciously published. The class of absolutely privileged communications is narrow, and practically limited to legislative and judicial proceedings, and acts of state." Hassett v. Carroll, 85 Conn. 23, 35, 81 A. 1013 (1911).

HN7 [↑] The fair comment privilege is "a qualified privilege to express an opinion or otherwise comment on matters of public interest." Goodrich v. Waterbury Republican-American, Inc., 188 Conn. 107, 114, 448 A.2d 1317 (1982). "[An] opinion is privileged as fair comment only when the facts on which it is based are truly stated or privileged or otherwise known either because the facts are of common knowledge or because, though perhaps unknown to a particular recipient of [*9] the communication, they are readily accessible to him." (Internal quotation marks omitted.) Id. 117-18. "As in the privilege of truth, the privilege of fair comment requires us to read the allegedly libelous [article in its] totality, in the context in which [it was] published." Id., 120.

HN8 [↑] A conditional or qualified privilege "is defeated if the defendant acts with an improper motive, or if the scope or manner of publication exceeds what is reasonably necessary to further that interest." Bleich v. Ortiz, 196 Conn. 498, 501, 493 A.2d 236 (1985). "Whether a defamatory communication implicates an interest worthy of protection is a question of law for the trial court to determine, but whether the privilege is nevertheless defeated through its abuse is a question of fact to be decided by the jury." Id.

Upon reading the article, it is clear that the statements fall into several different categories. Three of the statements are direct quotes from defense attorneys that were involved in the plaintiff's criminal proceedings.³ The attorneys discuss the plaintiff's criminal sentence and mental health. Five of the statements provide [*10] commentary from

² The plaintiff alleges that the following statement is libelous per se: "Jancis Fuller's early years seemed to be happy ones." (Plaintiff's amended complaint, count 1, paragraph j). The statement does not fall under either category of libel per se.

³ Plaintiff's Amended Complaint, Docket No. 113, Count 1, Paragraphs C, G and H, p. 2.

the newspaper and trial participants regarding the plaintiff's criminal sentence and mental health.⁴ One statement includes a detailed description of the crime scene.⁵

The defendants submit the sworn affidavits of the journalists that wrote the article. They aver that they relied on the following in preparing the article: (1) court filings; (2) statements made by trial participants; (3) interviews with trial participants; and (4) articles published in conjunction with the proceedings. A review of those documents confirms the defendants' argument that the article provided a fair and accurate summary of the proceedings.

The trial court opinion from the plaintiff's criminal proceeding references her mental health. It reads, "Mr. Fuller [*11] stated that his daughter had been blaming the Leubas for her problems for years and that on this occasion she was very agitated to the point of screaming. Mr. Fuller continued that his daughter suffered from *psychiatric problems* and had been treated at a *mental hospital* on two occasions. (Emphasis added.) *State v. Fuller*, Superior Court, judicial district of New London, Docket No. CR 10 226195 (January 9, 1997, O'Keefe, J.), *aff'd*, 56 Conn.App. 592, 744 A.2d 931, cert. denied, 252 Conn. 949, 748 A.2d 298 (2000).

The Appellate Court opinion from the plaintiff's criminal proceedings also references her mental health. The court discusses the admissibility of non-expert testimony concerning the plaintiff's psychiatric problems to establish her motive for committing the crimes. *State v. Fuller, supra*, 56 Conn.App. 624. The Appellate Court recognizes that the court below did not admit the testimony for the purposes of proving that the plaintiff did in fact suffer from a mental illness. *Id.* This court similarly does not endeavor to make a determination as to whether the plaintiff actually does suffer from a mental illness. The [*12] judicial opinions nonetheless serve to support the defendants' argument that the parties discussed the plaintiff's mental health during the proceedings.

The plaintiff submits certified transcripts from her competency hearing in support of her opposition to the defendant's motion for summary judgment. The transcripts include testimony from doctors and psychiatrists concluding that the plaintiff suffers from a mental illness.⁶ Although submitted in support of the plaintiff's opposition, the transcripts support the defendants' argument that they provided a fair and accurate report of the proceedings.

[*13] The plaintiff, however, asserts that the defendants lost the protection of a qualified privilege by publishing the article with knowledge or reckless disregard of its falsity because she is not a mentally ill and dangerous person. **HN9** [F] The burden of proof with regard to abuse of a qualified privilege varies depending on whether the plaintiff is classified as a public figure or a private individual. "Whether a defendant is entitled to the protection of the . . . Public Figure Rule is a question of law for the court to resolve." *Slez v. Komarow*, Superior Court, judicial district of Fairfield at Bridgeport, Docket No. 227732 (December 29, 1986, Harrigan, J.).

HN10 [F] "Those who are properly classed as public figures and those who hold governmental office may recover for injury to reputation only on clear and convincing proof that the defamatory falsehood was made with . . . actual malice." (Internal quotation marks omitted.) *Holbrook v. Casazza*, 204 Conn. 336, 342, 528 A.2d 774 (1987), cert. denied, 484 U.S. 1006, 108 S. Ct. 699, 98 L. Ed. 2d 651 (1988). Actual malice is "with knowledge that the statement was false or with reckless disregard for its falsity." *Miles v. Perry*, 11 Conn.App. 584, 588, 529 A.2d 199 (1987). [*14] Private individuals, however, need prove a negligent misstatement of fact only by a preponderance of the evidence. *Id.*, 589.

HN11 [F] The court distinguishes between "general purpose" and "limited purpose" public figures. *Jones v. New Haven Register, Inc.*, 46 Conn. Supp. 634, 643, 763 A.2d 1097, 26 Conn. L. Rptr. 299 (2000). The latter is an

⁴ Plaintiff's Amended Complaint, Docket No. 113, Count 1, Paragraphs A, B, D, E, p. 2.

⁵ Plaintiff's Amended Complaint, Docket No. 113, Count 1, Paragraph F, p. 2.

⁶ The transcripts reflect the following. A court-appointed mental health consultant testified that although he did not have an opportunity to examine the plaintiff, her father told him that there was a history of schizophrenia in the family and that he believed his daughter suffered from the mental illness. A detective that investigated the criminal charges against the plaintiff testified that the plaintiff's father told him that his daughter had psychiatric problems and had received treatment for those problems. Two psychiatrists, testifying on behalf of the state, opined that the plaintiff suffered from a delusional disorder.

individual that, "voluntarily injects himself or is drawn into a particular public controversy and thereby becomes a public figure for a limited range of issues." *Id.*, 643.

Here, the plaintiff voluntarily injected herself into the limelight by committing a crime. She invited public comment relating to her involvement in a high profile criminal case concerning a New London Superior Court judge, making her a limited purpose public figure. To defeat the defendant's motion for summary judgment, the plaintiff must therefore prove that there exists a genuine issue of material fact with regard to whether the defendants published the statements with actual malice. *Chadha v. Shimelman*, 75 Conn.App. 819, 831, 818 A.2d 789 (2003).

The plaintiff submits several sworn affidavits attacking the veracity [*15] of the testimony offered at the competency hearing.⁷ The defendants, however, did not have access to the affidavits at the time that they prepared the article. They relied on relevant court documents and trial participants available at the time to obtain information pertaining to the proceedings. The plaintiff cannot rely on affidavits obtained several years after the proceedings to bolster her claim that the defendants knowingly or recklessly provided false information. The plaintiff did not submit any additional evidence to demonstrate that the defendants acted with actual malice.

[*16] In light of the foregoing, the defendants met their burden of proving that there are no genuine issues of material fact with regard to whether they provided a truthful and accurate summary of the plaintiff's criminal proceeding trial. The plaintiff, in response, has failed to raise any genuine issues of material fact with regard to whether the defendants acted with actual malice, thus abusing their qualified privilege. The plaintiff likewise cannot sustain the remaining twenty counts of her amended complaint because they are based on the same privileged speech. *Jones v. New Haven Register, Inc.*, *supra*, 46 Conn. Sup. 650.

The defendant's motion for summary judgment is therefore granted with respect to all twenty-five counts.

Gordon, J.

End of Document

⁷ In one affidavit, the plaintiff's father states, "I have never met [the state mental health consultant], and . . . he did not conduct an interview with me to prepare his testimony for said competency hearing." The plaintiff also provides sworn affidavits from her father and brother stating that they never met with the probation officer who prepared a report describing a history of mental illness in the family. The plaintiff submitted additional affidavits from her father attacking the veracity of details surrounding the prior criminal investigation against her. For instance, the affidavits attack statements that the plaintiff contends her father never made to the police. These affidavits are irrelevant to the present issue before the court because it cannot reconsider issues of fact previously determined during the plaintiff's criminal trial.